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CAUT ACPPU BULLETIN

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CAUT Forms Panel to Examine Royal Military College Governance

CAUT has created an independent commission on the governance of the Royal Military College of Canada.

The distinguished members of the commission are Robin Boudway, the David Chadwick Smith Chair in Economics at Queen's University; retired Canadian Forces Lt-Col. Steve Nash, a former commander of the Canadian Joint Incident Response Unit and operations officer and deputy commander Joint Task Force 2; and Elinor Sloan, a professor of international relations at Carleton University and a former defence analyst with the Department of National Defence.

All three are graduates of RMC.

The commission has been asked to examine the governance structure of RMC, consider alternative models of military college governance, and make recommendations about the preferred governance structure for the college.

"At the best of times, it is a challenge to have a governance structure for a military college that allows it — as RMC has been historically — to be both an excellent university and a first-class institution for training military officers," said CAUT executive director James Turk. "The significant cuts being made by the federal government to RMC's budget are bringing to the surface questions about how the college is governed."

Turk is confident the commission can provide useful advice to the parties involved in the governance of RMC — the Department of National Defence, the Canadian Forces and the RMC board of governors and academic staff.



Mackenzie building on the campus of the Royal Military College in Kingston, Ontario.

While CAUT has created the commission and is covering costs for its operation, it will be fully independent have sole control over

the content of its report, which CAUT will publish as submitted. There is no pay involved with serving on the commission. ■

L'ACPPU constitue un panel chargé d'examiner la gouvernance du Collège militaire royal

L'ACPPU a créé une commission indépendante sur la gouvernance du Collège militaire royal du Canada (CMRC).

La commission est composée des trois éminents membres suivants : Robin Boudway, titulaire de la chaire David Chadwick Smith en économie de l'Université Queen's; le lieutenant-colonel (à la retraite) des Forces canadiennes Steve Nash, aussi ex-commandant de l'Unité interarmées d'intervention du Canada, et officier des opérations et commandant-adjoint de la Deuxième Force opérationnelle interarmées; et Elinor Sloan, professeure de relations internationales à l'Université Carleton et ancienne analyste en matière de défense au ministère de la Défense nationale du Canada.

Les trois commissaires sont tous diplômés du Collège militaire royal.

La commission a pour mandat d'examiner la structure de gouvernance du Collège militaire royal, d'envisager d'autres modèles de gouvernance appropriés à un collège militaire et de formuler des recommandations quant à la structure de gouvernance à privilégier pour le CMRC.

« Même dans les meilleures conditions, il demeure difficile de mettre en place au sein d'un collège militaire une structure de gouvernance susceptible d'en faire, comme l'a toujours été le CMRC, une université d'excellence et un établissement de première classe pour la formation d'officiers militaires », a fait valoir le directeur général de l'ACPPU, James Turk. « Les réductions importantes faites par le gouvernement...

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Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted.

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COMMENT OPINIONS

LETTERS

Join call for end to ECO Canada accreditation

The undersigned representatives of environmental studies and environmental science degrees in Canadian universities wish to draw to the attention of our colleagues our concerns over activities of the Environmental Careers Organization (ECO) Canada.

For the past few years ECO Canada has been pushing to provide a degree accreditation process for environmental degrees. At this point several environmental science programs have signed on. At a recent presentation for a gathering of environmental studies programs, a representative of ECO Canada made it clear that it is now pushing to accredit environmental studies – and in the near future environmental education – degrees.

The one major difference between this proposal and what happened with environmental science programs is that no one in environmental studies has asked for ECO Canada accreditation.

It is impossible to accredit a non-vocational, liberal arts-type program. The range of topics that can potentially be included in any environmental studies program – from economics, public policy, philosophy to science – makes it impossible for parties to agree on core and foundation courses, let alone electives to be included in an accredited program.

The degrees are transdisciplinary. The underlying idea is to address problems in ways that integrate attention to the full suite of interacting issues – social, economic and ecological – at multiple scales and over the long haul. Different degrees and programs across the country have diverse approaches and different strengths.

It is important programs share their insights and engage in cross fertilization, but there is no potential advantage and great peril in having a body that would dictate the common elements of an acceptable undergraduate and graduate calendar, or judge who has the necessary credentials to do good environmental work. Hence, an accredited program is impossible and accreditation meaningless.

We have other serious reservations about the process and the proposed accreditation. These are:

- (1) Environmental studies programs have not asked for this accreditation process, ECO Canada has been told many do not wish this process, but ECO Canada is pushing forward regardless;
- (2) There is no real benefit to our students. Most do not end up in professions that would expect accreditation. Indeed our alumni are ending up in such diverse

positions, genuine accreditation would be impossible to determine (and students can join ECO Canada if they wish without that accreditation);

(3) We are not regulated degrees, such as forestry or planning, which require accreditation, and accreditation has the probability of severely limiting our ability to keep our degrees responsive and relevant in a rapidly changing environmental context;

(4) ECO Canada duplicates processes we already undertake through external reviews, but in the case of external reviews, we select the best academics in the field available, not an accreditation panel of uncertain qualifications, academic rigour and knowledge;

(5) ECO Canada is charging very high fees for this unnecessary service at a time of fiscal challenge; and

(6) ECO Canada receives its funding from industry and government sources which raises deep concerns about conflicts of interest in ultimate goals and agendas.

If ECO Canada succeeds in forcing environmental studies degrees to conform to an unnecessary process, we believe our academic freedom and academic integrity will be threatened by a non-academic, industry-driven body. It changes our mission from educating our students to be citizens with broad social perspectives to creating technicians.

If you share these concerns (regardless of your academic affiliation), we ask that you join us in requiring ECO Canada to stop its forced accreditation program and support academic freedom and integrity.

Annie Booth
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Environmental Studies
Ecosystem Science & Management Program
University of Northern British Columbia

Michael Rutherford
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Environmental Sciences
University of Northern British Columbia

Barbara Rahder
Former Dean & Professor
Environmental Studies
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JOIN THE CALL

For more information contact Annie Booth, Ecosystem Science & Management Program, University of Northern British Columbia, email: annie@unbc.ca; tel: 250-960-6649.

The concept of academic freedom has evolved over the past 150 years. *What are its limits?* This conference by the Harry Crowe Foundation will explore that question through a series of panel discussions.

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THE LIMITS
OF ACADEMIC
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PRESIDENT'S COLUMN

Perilous Times for Labour



By WAYNE PETERS

ORGANIZED labour in Canada is under unprecedented attack. This attack comes through the economic policies of right-wing, neo-liberal governments that punish working Canadians in favour of corporations and the private sector. It also comes through legislative changes that undermine individual charter rights to association and collective bargaining and restrict the ability of unions to represent their members. On the heels of Labour Day, our attention is demanded.

Prime Minister Stephen Harper's recent austerity budget has led to the elimination of many well-paid unionized jobs in the public sector and an increase in poorly-paid positions with little or no security. The austerity agenda is also destroying Canada's social safety net. The Employment Insurance program has been weakened, the age of retirement has been increased, and vital community-based programs and services have been cut. Unfortunately, but not surprisingly, pro-

“C-377 only serves to undermine the ability of unions to fully represent their members by giving an unfair advantage to employers.”

vincial budgets have followed a similar path.

Harper's government has also taken a hard line with labour relations in the public sector, or at least in sectors deemed to have a significant impact on the public. As we have seen, Ottawa has aggressively intervened in collective bargaining to end or prevent strikes at CP Rail, Air Canada and Canada Post.

Of particular concern is Bill C-377, currently before the House of Commons, which calls for more disclosure of union finances. The legislation proposes changes to the Income Tax Act that, if adopted, would require every labour union in Canada to disclose to the Canada

Revenue Agency detailed statements of all financial transactions in excess of \$5,000. This reporting includes details about how money is spent on activities such as organizing, collective bargaining, education and training, and political action. Under measures contemplated in Bill C-377, the details of union activities would be disclosed online.

Notwithstanding the excessive administrative burden C-377 would create for unions, the reporting requirement would also be an incredible public invasion into their daily operations. Forcing labour organizations to publicly disclose their financial statements — which is a higher disclosure requirement than that of any other organization or corporation — compromises the privacy inherent in unions' relationships with their employees and other individuals, companies and associations with which they do business.

For instance, salaries, expenses, pension and other benefits payments to union employees would be disclosed as would disbursements on legal activities, which could potentially breach solicitor-client privilege.

Unions are democratic organizations accountable to their members,

not to the general public. Financial statements are already open to all their members through audited statements and regularly scheduled membership meetings, and currently comply with a host of reporting obligations to the Canada Revenue Agency and provincial regulators.

Bill C-377 was introduced as “An Act to amend the Income Tax Act,” but it has nothing to do with taxes. It is simply a tactic that allows Parliament to interfere in the labour laws of this country, in regulating something that is primarily within the provincial sphere of jurisdiction.

C-377 only serves to undermine the ability of unions to fully and fairly represent their members by exposing their operations and giving an unfair and significant advantage to employers.

At the provincial government level, there is also much to heed. Legislation and other actions are being implemented that weaken labour laws, undermine collective bargaining, freeze wages and otherwise put the interests of employers ahead of workers.

For example, in Saskatchewan, Bill 5 broadens the definition of essential services to deny a much wider range of workers the right

to strike while Bill 6 restricts the ability of working people to join unions and to engage in collective bargaining. Bill 18 in British Columbia contains anti-democratic changes that restrict academic staff members at colleges and universities from being elected to boards of governors if they also participate in union work. In Ontario, legislation was recently introduced to force contracts on teachers that would freeze wages and cut benefits as well as ban strikes.

Of significant concern is the move in Ontario to introduce U.S.-style, right to work legislation. Don't be fooled by the name though. While it is touted as being pro-worker, it is designed to destroy unions and the right to collective bargaining by eliminating the provisions of the Rand formula.

The Rand formula provides that all employees who benefit from a collective agreement must pay dues to the union that negotiates and enforces the agreement on their behalf, whether or not the individual joins the union. In simple terms, everyone benefits so everyone pays. Right to work legislation simply allows employers to avoid paying dues.

See PERILOUS TIMES Page A7 →

LE MOT DU PRÉSIDENT

Des temps difficiles pour les travailleurs

Par WAYNE PETERS

LE mouvement syndical canadien essuie une volée d'attaques sans précédent. Il fait les frais des politiques économiques de gouvernements néolibéraux de droite qui favorisent les entreprises et le secteur privé au détriment des travailleurs canadiens. Il est également victime des modifications législatives qui sapent les droits individuels à l'association et à la négociation collective garantis par la *Charte canadienne des droits et libertés*, et qui constituent autant d'entraves à la représentation syndicale. Au lendemain de la fête du Travail, la gravité de la situation appelle toute notre attention.

Le récent budget d'austérité du premier ministre Stephen Harper a entraîné l'abolition, dans la fonction publique, de nombreux emplois syndiqués bien rémunérés et une augmentation des emplois mal rémunérés et assortis, au mieux, d'une sécurité minimale. La vague d'austérité qui déferle sur le Canada détruit également le filet de sécurité sociale du pays. À preuve l'affaiblissement du programme d'assurance-emploi, le report de l'âge normal de la retraite et l'élimination de programmes et de ser-

vices communautaires cruciaux. Malheureusement, on a pu constater, sans surprise toutefois, que les gouvernements provinciaux ont souscrit au même credo.

Le gouvernement Harper a aussi fait preuve d'intransigence au chapitre des relations du travail dans le secteur public, ou du moins dans les secteurs d'activité réputés toucher le public de près. Comme nous l'avons vu, Ottawa est intervenu sans ménagement dans le processus de négociation collective à CP Rail, Air Canada et Postes Canada, pour faire rentrer dans le rang les grévistes réels ou potentiels.

Le projet de loi C-377, actuellement à l'étude à la Chambre des communes, est particulièrement préoccupant, car il exige des syndicats qu'ils dévoilent leurs finances sur la place publique. Le projet de loi propose des modifications à la *Loi de l'impôt sur le revenu* qui, si elles étaient adoptées, exigeraient que chaque organisation ouvrière au Canada remette à l'Agence du revenu du Canada des états détaillés de toutes ses opérations financières d'une valeur supérieure à 5 000 \$. Ces états devraient ventiler les dépenses engagées pour des activités liées à l'organisation d'événements,

aux négociations collectives ainsi qu'à l'information et à la formation, et pour des activités politiques. En vertu des dispositions du projet de loi, il serait possible de consulter en ligne un rapport circonstancié sur les activités d'un syndicat.

Les exigences d'information contenues dans le projet de loi C-377 grèveraient les ressources administratives des syndicats, mais représenteraient aussi une ingérence incroyablement du public dans leurs activités quotidiennes. En obligeant les syndicats à rendre publics leurs états financiers — ce qui constitue une obligation d'information supérieure à celle à laquelle est assujettie toute autre organisation ou entreprise —, on porte atteinte au caractère privé de la relation qui unit les syndicats et leurs employés ainsi que les autres personnes, entreprises et associations avec lesquelles ils font affaire.

Par exemple, des renseignements touchant le personnel des syndicats, comme les salaires, les dépenses et les prestations relatives à divers régimes d'avantages sociaux, dont les pensions, seraient divulgués, au même titre que les dépenses engagées pour des activités juridiques, ce qui pourrait mener à une rup-

ture du secret professionnel liant l'avocat à son client.

Les syndicats sont des organisations démocratiques tenues de rendre des comptes à leurs membres et non au grand public. Ils font preuve de transparence en rendant leur information financière accessible à leurs membres, que ce soit dans les états financiers vérifiés ou lors des assemblées ordinaires, et ils produisent une foule de rapports à la demande de l'Agence du revenu du Canada et des organismes de réglementation provinciaux.

Le projet de loi C-377 a été déposé sous le titre « *Loi modifiant la Loi de l'impôt sur le revenu* », mais son contenu n'a rien à voir avec la fiscalité. Il s'agit simplement d'une tactique employée par le Parlement pour s'ingérer dans la définition de la législation du travail de ce pays en réglementant des activités qui sont principalement du ressort des provinces.

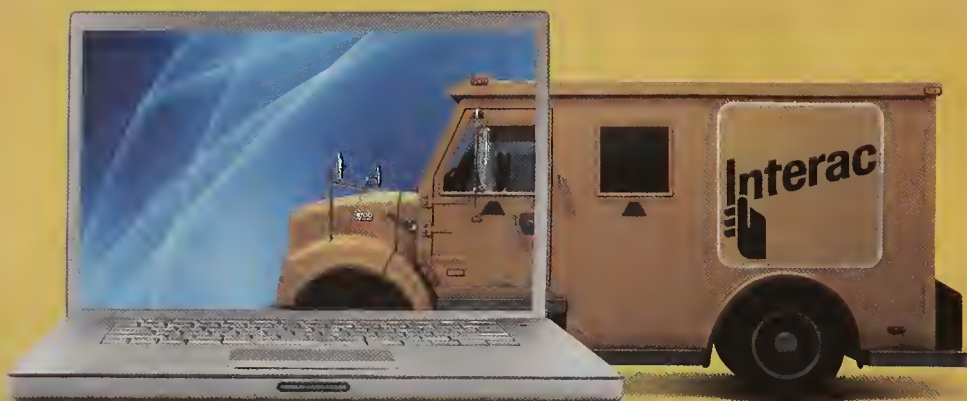
En exigeant des syndicats qu'ils étalent leurs opérations au grand jour — ce qui revient à donner injustement une importante longueur d'avance aux employeurs, le texte législatif en question a pour seul objectif de leur mettre des bâtons dans les roues pour qu'ils ne puissent re-

présenter pleinement et équitablement leurs membres.

De nombreux enjeux à l'échelle provinciale requièrent également toute notre vigilance. Diverses initiatives, notamment sur le plan législatif, sont mises en oeuvre dans le but d'affaiblir le droit du travail, de miner les processus de négociation collective, de geler les salaires et de donner la priorité aux intérêts des employeurs plutôt qu'à ceux des travailleurs.

Par exemple, en Saskatchewan, le projet de loi 5 inclut une définition beaucoup plus large des services essentiels, ce qui a pour effet de retirer le droit de grève à un plus grand éventail de travailleurs, tandis que le projet de loi 6 limite la liberté d'association et le droit à la libre négociation collective des travailleurs. En Colombie-Britannique, le projet de loi 18 est antidémocratique en ce qu'il interdit aux membres du personnel académique des collèges et des universités de cumuler un siège au conseil d'administration de leur établissement et une action syndicale. Pour sa part, le gouvernement ontarien vient de déposer un projet de loi visant à

Voir DES TEMPS à la page A8 →



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COMMENT OPINIONS

COMMENTARY

Don't Sell Lecturers Short

By BOB HACKETT

MY former graduate student "Jason" was an excellent researcher with outstanding academic career prospects. But just out of the doctoral trenches Jason decided he preferred teaching to research. Mentoring the next generation of global citizens was his passion. Recently though, Jason informed me that after several years of precarious employment he is looking for an exit from academia.

Can academia afford to lose dedicated scholars like Jason? Drawing on the insights of Dr. Russell Day, a highly respected senior lecturer at Simon Fraser University, I would suggest we acknowledge and nurture the contribution lecturers make to the overall mission of the university.

First, lecturers are one of the best ways to help other research faculty, by reducing their potential teaching load. At SFU, lecturers can teach up to double the normal load of tenure-track professors — in some departments, eight courses per year. That would surely be exploitive, and adjustments are often made, particularly to recognize the additional workload of managing first-year courses.

Even so, Dr. Day tells me, senior lecturers teach two to three times as many students as regular research faculty.

Lecturers can relieve the demands on pre-tenured research faculty, who are often in effect handicapped by being assigned to first-year teaching. Moreover, senior lecturers often do as much service work as do tenure-stream faculty.



Second, Dr. Day points out that teaching first-year undergraduates is a specialized skill which lecturers are well positioned to offer. Newly-minted research faculty, he argues, may find it difficult to teach the basics of their discipline, partly because they often have a critical and particular 'take' on their field.

Moreover, we shouldn't assume research productivity automatically translates into brilliant teaching, especially vis-à-vis adolescents just out of high school. My two daugh-

ters recently completed degree programs at SFU, in sciences and arts respectively.

They had a mixed experience of undergraduate teaching. Their best instructors, some of them superb, often proved to be lecturers. Tenure-stream instructors were at their most engaging in upper-year courses related to their own research areas.

If we regard first-year courses as gateways, intended to encourage and empower our future majors, it's sensible to hire faculty who are pas-

sionate about that mandate as the core of their career path, not a diversion from it.

Dr. Day's own discipline has apparently gotten the message. At more than half the 46 psychology departments he researched across Canada, first-year introductory courses are typically taught by faculty members who specialize in that particular skill. They were either hired for that purpose, or migrated to it during the course of their career. To be sure, faculty in very small departments share in teaching their relatively small first-year classes; but all the large established schools, as well as many younger medium-sized ones such as SFU, employ teaching specialists.

Third, lecturers can enhance the quality of teaching, not only through their classroom contributions, but also through their advice to colleagues. At SFU, where the quality of the student experience has become a major focus, we have excellent teaching advisors in each faculty, but I still find experienced lecturers an equally invaluable resource.

Fourth, lecturers cost less per student taught, compared to tenured faculty. And that's the rub. In these neoliberal, fiscally chilly times, university administrations are all too ready to hire "teaching-only" faculty in lieu of research faculty, ringing alarm bells for those of us rightly concerned with the university's research role, and with the potential for a two-tiered system of faculty appointments.

But lectureships cannot be blamed for inequalities among faculty. American universities — where faculty are much less unionized than in Ca-

nada — already have a steeper hierarchy of faculty. A reserve army of casually-employed academic staff labours in the shadow of a handful of global research stars, who themselves may make less than the football coach.

An appropriate response is not to abandon lecturers, but to use collective bargaining to ensure they are treated fairly as full partners in the academic enterprise, including academic freedom and decent levels of compensation and job security. While a ceiling on lectureships as a proportion of new hires may be an appropriate safeguard, they should not be regarded as teaching-only appointments.

Lecturers need to keep up with developments in their discipline and they should and do engage in research, especially on pedagogy. At SFU, lecturers account for about one-eighth of the faculty, but half of the teaching and learning development grants awarded.

The faculty association has been arguing that ongoing lecturers should be eligible for more research terms. At the University of British Columbia, research faculty members can now be promoted on the basis of research in pedagogy.

Increasingly, Canadian universities are recognizing the scholarly role of their lecturers and raising their visibility within the academy. It's about time. ■

Bob Hackett is a professor of communication at Simon Fraser University and a former president of the SFU Faculty Association.

The views expressed are those of the author and not necessarily CAUT.

What Are Universities For?

➔ From PAGE A10

ernment policies largely by making funds dependent on compliance in meeting out various reforms or in carrying specific targets."

In 2011 a new high (or low) in ill-advised dirigisme was reached with the announcement by the AHRC that David Cameron's "Big Society" was to be one of its research funding priorities. The immediate result was the resignation of 42 of the AHRC's peer reviewers: a desperate yet hopeful part of an increasingly grim picture.

Collini is a humanist attentive to the massive redistribution of resources resulting in the AHRC receiving only three per cent of the annual UK funding envelope of some three billion pounds. But he refuses the temptation to lapse from collegiality across all disciplines into envy or resentment of colleagues lodged in disciplines better funded than his own. For this academic Keynesian, funding is not in itself a pure

good or end. Academic value can not be reduced to money.

The promise by universities to use the money they receive to make still more money is for him irresponsible rather than pragmatic. If universities allow value to be reduced to moneymaking, and this becomes what they and others insist they are for, then the neoliberal instrumentalists will have won and the public lost.

Collini may seem a little optimistic in claiming "most donors realize that it is not for them to try to micro-manage what a university does with their money." But he follows this with a fair challenge to the sceptical and the cynical: "donors are allowed to be guided by the same range of emotions and inclinations, including gratitude and generosity, and by the same mixture of sentimental attachments and sheer longing as the rest of us, rather than being assumed to operate as rational robots exclusively concerned to maximize economic prosperity."

What remains unchanged is the responsibility of universities to persuade potential donors that academic independence and integrity are the proven guarantors of the best outcomes from any gift.

One of the most intriguing phenomena Collini discusses is "the flow of emulation" in a rapidly expanding university system. As soon as colleges become universities they tend to shed their distinctiveness and strive to replicate the competencies and priorities of traditional universities. This might be accounted for in terms of academic envy and obstinacy, and a failure to yield to market logic, the division of labour, and niche marketing.

For proponents of the "managed university," faculty adhesion to the "ungovernable play of the inquiring mind" results in flawed cloning, unaffordable overlap, and the shrinking of the reserve army of teaching-only and precarious labour.

However, this impulse to emulate tradition can be read another way.

New or newly 'promoted' institutions are still staffed with people with advanced degrees who know what knowledge creation, preservation, and transmission mean. These so-called wannabes' allegiance to a traditional model may not be evidence of aversion to change but rather a critical attitude to what is often proposed and implemented in the name of desirable or inevitable change.

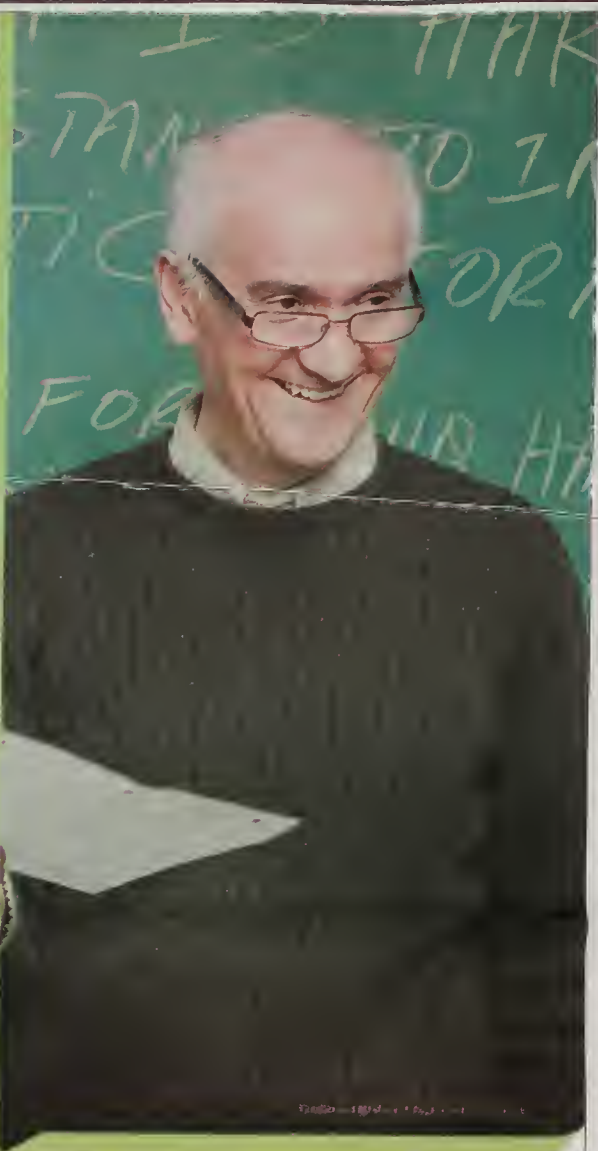
In his chapter on "Bibliometry," first published in 1989, Collini observes: "It is no secret that the present Government is hostile to universities and is determined to reduce their real autonomy. Reflecting on the achievements of the Government's second term of office, Mr. Norman Tebbit, then Chairman of the Conservative Party, was well satisfied with the progress made in taming institutions like the trade unions and local authorities, but the universities he observed, had been allowed to be foot-draggingly obstructive: the third term would

see to that."

It is surely not much of a stretch to see this as anticipating Canada today, where "The Death of Evidence" is not only countenanced but increasingly required; where CAUT's concerns about directive and punitive funding and silencing are dismissed as so much bleating from one of organized labour's last redoubts; and where even the President of the Royal Society of Canada feels compelled to write the Prime Minister protesting the cuts and priorities of the recent federal budget — a document whose undemocratic bundling is matched only by its educational and environmental bungling.

Maybe Collini is right, and we too should cease to bow the knee to passing fancies. ■

Len Findlay is an English professor and director of the Humanities Research Unit at the University of Saskatchewan and chair of CAUT's academic freedom and tenure committee.



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Access Copyright Isolated

IN the latest blow to Access Copyright, legal counsel for the Association of Canadian Community Colleges (ACCC) has advised against entering into a license agreement with the agency.

For many years educational institutions paid Access Copyright for the right to copy print material from academic journals, textbooks and other published works. But it looks as if recent developments, including amendments to the Copyright Act, pro-education decisions from the Supreme Court of Canada and innovations in scholarly communication, have rendered Access Copyright's business model increasingly obsolete.

In this context ACCC legal counsel identified "little value" in remaining in a relationship with Access Copyright — provided colleges adopted and implemented robust fair dealing policies. Fair dealing is the right to copy works without explicit permission or payment in

certain circumstances. Courts have identified the existence of established institutional fair dealing policies or guidelines as a strong indicator of acceptable copyright practice.

ACCC's move away from Access Copyright mirrors movement over the past year across the higher education sector. Since May, 19 universities have opted out of arrangements with the licensing agency. The list includes the University of British Columbia, Winnipeg, New Brunswick, Waterloo, Windsor, Saskatchewan, Guelph, Queen's, York, Memorial, Carleton, Royal Roads and Athabasca. In the last month, Prince Edward Island, Simon Fraser and the University of Calgary joined the growing list.

A number of other institutions have indicated that as they implement fair dealing policies they too will sever ties with Access Copyright. ■

Access Copyright, de plus en plus isolée

UN autre coup dur a été porté à Access Copyright. Le service juridique de l'Association des collèges communautaires du Canada (ACCC) a conseillé aux établissements membres de ne pas conclure de contrat de licence avec l'agence.

Depuis de nombreuses années, les établissements d'enseignement versent à Access Copyright des redevances en contrepartie du droit de copier des extraits d'imprimés, comme des revues spécialisées, des manuels, etc. Toutefois, à la lumière des événements récents — notamment la révision de la *Loi sur le droit d'auteur*, des décisions de la Cour suprême du Canada favorables au milieu de l'éducation et les innovations touchant les communications savantes —, il semble que le modèle d'affaires d'Access Copyright colle de moins en moins à la réalité d'aujourd'hui.

Dans ce contexte, le service juridique de l'ACCC croit que les collèges n'ont guère intérêt à maintenir leur lien avec Access Copyright, à condition toutefois qu'ils se dotent de politiques rigoureuses en matière d'utilisation équitable. L'utilisation équitable est le droit, dans certaines circonstances, de copier des œuvres protégées sans autorisation explicite ou dédommagement.

Les tribunaux ont déterminé que la mise en œuvre, par un établissement d'enseignement, d'une politique ou de lignes directrices encadrant l'utilisation équitable est un signe évident de pratiques acceptables pour respecter le droit d'auteur.

En rejetant le modèle d'affaires d'Access Copyright, l'ACCC ajoute sa voix au mouvement de contestation qui a pris naissance au cours de la dernière année au sein du secteur de l'éducation supérieure. Depuis le mois de mai dernier, 19 universités ont mis fin à leurs ententes avec l'agence, à savoir les universités de la Colombie-Britannique, de Winnipeg, du Nouveau-Brunswick, de Waterloo, de Windsor, de la Saskatchewan, de Guelph, les universités Queen's, York, Memorial, Carleton, Royal Roads, Athabasca, et d'autres encore. Le mois dernier, l'Université de l'Île-du-Prince-Édouard, l'Université Simon Fraser et l'Université de Calgary ont rejoint la dissonance, qui ne cesse de prendre de l'ampleur.

En effet, de nombreux autres établissements ont fait connaître leur intention de rompre tout lien avec Access Copyright dès la mise en place d'une politique en matière d'utilisation équitable. ■

L'ACPPU constitue un panel chargé d'examiner la gouvernance du Collège militaire royal

→ Suite de la page A1

vernement fédéral dans le budget du CMRC mettent au jour des questions sur la gouvernance actuelle du Collège. »

M. Turk a confiance que la commission d'experts saura fournir des conseils judicieux aux parties prenantes dans la gouvernance du CMRC, soit le ministère de la Défense nationale, les Forces canadiennes ainsi que le Conseil des gou-

verneurs et les membres du personnel académique du CMRC.

Bien que l'ACPPU soit responsable de la création de la commission et qu'elle prenne en charge les frais de son fonctionnement, celle-ci exercera ses activités en toute indépendance et décidera seule de la teneur de son rapport, que l'ACPPU publiera tel qu'il lui sera transmis. Les membres de la commission ne toucheront aucune rémunération pour leurs services. ■

NEWS ACTUALITÉS

Academic Staff at Carleton University Concerned about Donor Agreements

THE Carleton University Academic Staff Association (CUASA) is calling on university administrators to halt a harmful pattern of closed negotiations between the school and private donors and corporations.

In a strongly-worded letter to Carleton's board of governors on Aug. 20, CUASA charged that lack of transparency and disregard for academic freedom are once again at play in a recently struck contract with CultureWorks, a private, for-profit education company.

CUASA president Jason Etiele said terms of the agreement remain confidential between Carleton and CultureWorks, with faculty and students at the university in the dark as to full implications of the deal.

The secretive approach has outraged many faculty, who cite concerns over quality oversight of programs.

"When education and training are connected with the ability for a company to profit, the incentive to compromise academic integrity is large," the letter concludes.

According to its website, "Culture Works is an English for Academic Purposes (EAP) school that prepares international students to succeed in Canadian universities and colleges. Located on campus, our partner schools offer conditional acceptance to CultureWorks students."

"Presumably this (conditional acceptance) may change how people are admitted to Carleton," said Etiele. "The university agreed to this without telling anyone."

The CultureWorks contract follows on the heels of another controversial deal in 2010 that funnelled a \$15-million donation to the univer-



sity from oil magnate Clayton Riddell to create a new political management program.

Carleton fought disclosure of that donor agreement for a year before finally releasing an unredacted version in June. Section 14 of the agreement revealed that a five-person steering committee with sweeping controls over the program's curriculum development, budget and even academic hiring was dominated by the donor's appointees.

Carleton's administration ultimately conceded the agreement "did not fully reflect Carleton's

policies and procedures" on budget management and hiring, but only after voluble and public criticism of the contract terms' undermining of academic integrity.

The agreement has since been revised to "clarify" the role of the steering committee, which no longer has power to approve hiring or curriculum decision, but is asked only to provide "timely and strategic advice."

Carleton University is not alone in the debate over appropriate parameters around private funding.

The administrations at Wilfrid Laurier University and the Univer-

sity of Waterloo face censure by CAUT in November if they do not modify the governance structure of their Balsillie School of International Affairs in order to protect the universities' academic independence.

CAUT Council put forward the censure notice at its general meeting earlier this year after carefully considering the partnership agreement signed by the two universities, Jim Balsillie and his private think tank, the Centre for International Governance Innovation. ■

Version française à la page A8.

Full-Time Faculty Reach Deal at Nipissing

Five months of talks included the threat of a union strike.

NIPISSING University Faculty Association says it has ironed out a new collective agreement with university administrators for the 180 members of the full-time academic staff bargaining unit.

The agreement reached Aug. 21, and approved at a recent membership meeting, ended talks that began in March and continued after the old three-year contract expired April 30.

While details of the new agreement are not yet being released, NUFA president Gyllian Phillips said issues that had been sticking points during negotiations included language on academic freedom, tenure and promotion, duties and compensation for department chairs, pension, workload, sabbatical leaves and salaries.

The bargaining process recessed in June and spurred the union to call for a strike vote mandate from members to support the bargaining committee in negotiations with the employer. ■

Perilous Times for Labour

➔ From PAGE A3

If this same logic were applied to other required contributions made by individuals to a collective system then public services as we know them would be dead. Of course, this is consistent with a right-wing, neoliberal agenda that seeks to minimize the role of government so that capitalism in its purist form can reign.

It is argued in Ontario that right to work legislation is needed to kick-start the province's economy. Proponents of the legislation postulate current labour laws as outdated and advocate for greater market flexibility. Unfortunately, the flexibility here is geared to benefitting only employers while workers' rights are lost as they are forced to accept ever-declining wages in a race to the bottom, not one to prosperity.

In Canada, the post-secondary education sector has achieved a high rate of unionization among both academic and support staff. This has been crucial to Canada's university and college system being one of the best in the world. If this is to continue we must take notice of these attacks on unions and the broader labour movement and work hard to defend the hard-won gains and rights that unionization and labour laws provide and to protect post-secondary education as a public good.

In light of this, we must work with our sisters and brothers in the broader labour community to defend the collective strength of the union movement in Canada. After all, unions have been one of the only tools that have succeeded in reducing inequality in our society and improving the wellbeing of workers right across this country. ■

Permanence et mutations de l'université

➔ Suite de la PAGE A10

le cadre conventionnel de la recherche universitaire (...). En ce sens, on peut dire que l'organisation du cursus universitaire encourage la médiocrité » (31).

Une fois formés dans ce moule, les professeurs reproduisent ensuite ce comportement prudent tout le long de leur carrière. De même, Chomsky croit qu'il faut « briser une part de la rigidité du système de l'enseignement magistral » (66), en facilitant la tenue de discussions ouvertes et en invitant les membres de la communauté à y participer : un programme d'études et de recherche sur les problèmes urbains devrait par exemple « faire un effort pour entendre les gens qui vivent dans les ghettos urbains, comme les membres des Panthères (noires) et les organisateurs communautaires » (64). Les universités devraient ainsi « sortir des sentiers battus » et encourager la critique et le développement d'idées alternatives (63).

Pas surprenant alors que Chomsky soit un ardent défenseur de la réforme de l'université, mais d'une réforme qui doit dépasser les efforts partiels de démocratisation observés ici et là : une véritable réforme devra toucher au cœur de l'université, « à savoir le contenu des en-

seignements, les relations entre étudiants et professeurs, la nature de la recherche, et, dans certains domaines la relation entre la pratique et la théorie » (30). Qui plus est, toute réforme devra être « envisagée du point de vue de sa contribution au changement social » (30).

Une des composantes clés de cette réforme en profondeur de l'université est le renversement de la structure du pouvoir qu'on y trouve. Comme le dit l'auteur, « Nous devons faire des progrès de façon que les administrateurs ne fassent rien de plus qu'administrer, c'est-à-dire mettre en oeuvre les décisions prises par des organismes élus démocratiquement et dont les membres représentent proportionnellement les professeurs, les étudiants et les employés » (69, 80-81).

Dans son introduction sur « Chomsky et l'université », le présentateur Normand Baillargeon dégage cinq propositions concrètes résumant la pensée de Chomsky sur la réforme de l'université (78) : nous y renvoyons le lecteur.

Lors d'un témoignage présenté à la Commission sur l'éducation au MIT, en 1969, Chomsky avoue avoir développé une « personnalité schizophrénique » : autant il dénonce le rôle d'endoctrinement joué par l'université, autant il croit profonde-

ment aux valeurs scientifiques de rationalité et de recherche méthodique qu'on y poursuit (51). De même, tout en pourfendant le gouvernement américain pour ses nombreux abus, notamment en politique extérieure, Chomsky reconnaît aujourd'hui qu'au niveau du financement de la recherche universitaire, les chercheurs du MIT avaient beaucoup plus de liberté qu'ils étaient financés par le Pentagone que sous l'entreprise privée comme c'est le cas aujourd'hui : « le Pentagone finançait la recherche fondamentale » (118) et laissait les chercheurs généralement libres, alors que les bailleurs de fonds privés ne s'intéressent qu'à la recherche appliquée et aux résultats commercialisables à court terme (119), et en plus, ils imposent le secret comme règle de fonctionnement (118, 152).

Au passage, Chomsky traite de plusieurs autres sujets d'importance, comme « le péché originel de la culture américaine » : le sort fait aux Autochtones (121); « l'impasse » de la pensée postmoderniste, « une perversion autodestructrice des valeurs de la recherche rationnelle » qui ne fournit aucune solution de rechange (93-106); c'est particulièrement désastreux pour les mouvements populaires du Tiers Monde qui ont besoin d'outils intellectuels;

et la hausse vertigineuse des frais de scolarité, « un piège » pour les étudiants : même s'ils veulent être socialement engagés après leurs études, le poids de leur dette les forcera à occuper un emploi conventionnel et à devenir des citoyens non engagés (198-199). Chomsky compare d'ailleurs avec ironie les grandes universités populaires de la ville de Mexico où l'entrée est gratuite, et les universités d'État californiennes où les frais élevés de scolarité en font pratiquement des institutions privées; or le Mexique fait partie du Tiers Monde, alors que la Californie est l'un des États les plus riches au monde (149), ce qui écarte, selon l'auteur, les justifications économiques pour expliquer le phénomène.

Bref, et on voit réapparaître ici la « schizophrénie » de Chomsky, l'idée qu'il propose aux étudiants (et qui s'applique aux professeurs et chercheurs d'université) est « d'avoir un pied dans chaque camp, c'est-à-dire qu'ils combinent carrière professionnelle et engagement politique continu » (54). Chomsky a lui-même montré la voie à suivre tout au long de sa carrière. ■

Greg Allain est professeur de sociologie à l'Université de Moncton et un ancien président de l'ACPU.

IN MEMORIAM

Willard F. Allen
1924-2012

Professor Emeritus Willard Finlay Allen, who served as CAUT president in 1969-1970, and enjoyed a distinguished academic career in chemistry and administration at the University of Alberta for 36 years, died July 25. He was 88. Born May 15, 1924, Allen grew up in Ontario and received a BSc from the University of Western Ontario and went on to earn his MA and PhD from the University of Toronto. He joined the UoF A in 1948 during the hectic post-war years, becoming a 'one-person chemistry department' at the then university's Calgary campus before ending up permanently in Edmonton in 1958, and retiring in 1984. His achievements during that time include serving as assistant director of the Calgary campus and appointment as associate vice-president academic in 1971.



Willard Finlay Allen, professeur émérite, est décédé le 25 juillet à l'âge de 88 ans. Il est né le 15 mai 1924. Il a agi comme président de l'ACPPU en 1969-1970, et il a connu à l'Université de l'Alberta une brillante carrière universitaire d'une durée de 36 ans, dans les domaines de la chimie et de l'administration. Ayant grandi en Ontario, il a obtenu un B.Sc. de l'Université de Western Ontario, puis une maîtrise et un doctorat de l'Université de Toronto. Il est arrivé à l'Université de l'Alberta en 1948, dans l'effervescence de l'après-guerre, pour devenir le cœur et l'âme du département de chimie, au campus de Calgary de l'époque. Il s'est établi en permanence à Edmonton en 1958. Au nombre de ses réalisations jusqu'à son départ à la retraite en 1984, on retiendra qu'il a été directeur adjoint du campus de Calgary et a été nommé vice-recteur associé aux études en 1971.

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NEWS ACTUALITÉS

Le corps professoral préoccupé par
des ententes avec des donateurs

L'ASSOCIATION du personnel académique de l'Université Carleton presse l'administration de l'université de mettre un frein à sa pratique néfaste de négociations à huis clos avec des donateurs privés.

Dans une lettre adressée au conseil des gouverneurs de l'université le 20 août, l'Association ne ménage pas ses mots pour dénoncer le manque de transparence et le mépris pour la liberté académique de nouveau en jeu dans la conclusion récente d'un contrat avec CultureWorks, une entreprise privée du secteur de l'éducation.

Le président de l'Association, Jason Etele, a expliqué que les modalités de l'entente entre l'Université Carleton et CultureWorks n'ont pas été divulguées, de sorte que les professeurs et les étudiants en ignorent totalement les implications.

Le secret qui entoure la conclusion de l'entente a fait bondir de nombreux professeurs, qui se disent préoccupés quant à la surveillance de la qualité des programmes.

« Quand l'éducation et la formation sont liées aux perspectives de profits d'une entreprise, le risque d'atteinte à l'intégrité académique est grand », conclut la lettre.

Selon le site Web de l'entreprise, « CultureWorks est une école d'anglais à des fins académiques qui prépare les étudiants internationaux à réussir dans les universités

et collèges canadiens. Situés sur les campus, nos établissements partenaires offrent une admission conditionnelle aux étudiants de CultureWorks. »

« Cette (admission conditionnelle) pourrait vraisemblablement entraîner des changements dans la procédure d'admission à Carleton », signale M. Etele. « L'université a accepté cela sans en parler à personne. »

Le contrat conclu avec CultureWorks s'insère dans la foulée d'une autre entente controversée conclue en 2010 et assortie d'un don de 15 millions de dollars à l'université de la part du magnat du pétrole Clayton Riddell dans le but de créer un nouveau programme de gestion politique.

L'Université Carleton s'est opposée à la divulgation de cette entente pendant un an, et en a finalement rendu publique une version non censurée en juin. Selon l'article 14 de l'entente, un comité de direction composé de cinq membres, qui dispose d'un droit de regard étendu sur le programme, le budget et l'embauche du personnel académique, comptait une majorité de représentants du donateur.

L'établissement a finalement convenu que l'entente « ne reflétait pas pleinement les politiques et les procédures de Carleton » en ce qui a trait à la gestion du budget et à

la sélection du personnel, mais seulement après que les modalités de l'entente menaçant la liberté académique aient fait l'objet de critiques publiques acerbes.

Les dispositions de l'entente ont depuis été revues pour « clarifier » le rôle du comité de direction, qui n'a désormais plus le pouvoir d'approuver les décisions relatives à l'embauche ou au programme, mais est appelé à fournir « des conseils stratégiques et opportuns ».

L'Université Carleton n'est pas le seul établissement à soulever la controverse au sujet des paramètres du financement privé.

L'ACPPU avait convenu de frapper d'une sanction de blâme l'Université Wilfrid Laurier et l'Université de Waterloo en novembre, si celles-ci ne modifiaient pas la structure de gouvernance de la Balsillie School of International Affairs de manière à préserver l'intégrité académique des universités.

Le Conseil de l'ACPPU a adopté la motion convenant d'une sanction lors de son assemblée générale il y a quelques mois après avoir longuement étudié l'accord de partenariat que les deux universités ont conclu avec le groupe de réflexion privé Jim Balsillie, le Centre pour l'innovation dans la gouvernance internationale. ■

English on page A7.

Des temps difficiles pour les travailleurs

➔ Suite de la PAGE A3

imposer aux enseignants des conventions collectives qui comportent un gel des salaires et une diminution des avantages sociaux, ainsi qu'à interdire le recours à la grève.

En Ontario toujours, la tentative faite pour présenter un projet de loi assurant le droit au travail, d'inspiration américaine, est très préoccupante. Ne vous laissez pas bernier par les mots. Même si la loi a toutes les apparences d'une loi pro-travailleurs, elle vise à détruire les syndicats et à abolir le droit à la négociation collective en mettant la formule Rand au rancart.

En vertu de cette formule, tous les employés qui profitent des avantages négociés collectivement doivent verser les cotisations au syndicat qui les représente, qu'ils en soient membres ou non. En langage clair, qui est avantage, cotise. Les lois assurant le droit au travail dispensent les employés non syndiqués de verser des cotisations syndicales.

D'autres régimes collectifs reposent sur l'obligation qu'a tout un chacun d'y cotiser. Si le même raisonnement leur était appliqué, les services publics, tels qu'ils existent aujourd'hui, disparaîtraient. Cette conséquence s'inscrit évidemment dans le courant de pensée néolibéral de droite, pour que l'État interventionniste doit s'effacer le plus possible devant les forces du capitalisme le plus pur.

En Ontario, les partisans du controversé projet de loi présentent celui-ci comme un moteur de la relance de l'économie de la province. Ils postulent que les lois du travail

en vigueur sont désuètes et prônent une plus grande flexibilité du marché du travail. Malheureusement, il s'agit d'une flexibilité à sens unique, qui profite uniquement aux employeurs, car les travailleurs, eux, forcés d'accepter des salaires sans cesse diminués, perdent des droits. À la recherche de la prospérité générale, on préfère le nivellement par le bas.

Au Canada, le secteur de l'éducation postsecondaire affiche un taux élevé de syndicalisation du personnel académique et du personnel de soutien. Ce mouvement de syndicalisation a été un facteur déterminant de l'évolution du système canadien d'enseignement universitaire et collégial, qui est reconnu aujourd'hui comme l'un des meilleurs du monde entier. Pour éviter

tout recul, nous devons être attentifs à ces assauts sur les syndicats et les associations de travailleurs en général, et ne ménager aucun effort pour défendre les gains et les droits si chèrement acquis, qui sont les fruits de la syndicalisation et de la législation du travail, et pour protéger ce bien public qu'est l'éducation postsecondaire.

Dans cette optique, nous devons nous joindre à nos confrères et à nos consœurs de la communauté plus large des travailleurs pour défendre la vigueur du mouvement syndical au Canada. Après tout, les syndicats ont été l'un des seuls outils qui ont permis de réduire les inégalités dans la société canadienne et d'améliorer le bien-être des travailleurs d'un océan à l'autre. ■

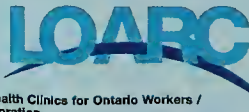
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A
■ **ACCOUNTING** — Brock University. COM-
MITTED TO RESEARCH AND TEACHING EX-
CELLENCE. The Faculty of Business, Brock
University invites applications for two (2)
probationary tenure-track positions in Ac-
counting starting July 1, 2013. The position
rank is open depending upon qualifications.
The availability of the positions is subject to
final budgetary approval. Job Qualifications:
A PhD in Accounting is required (completed
or near completion). Previous academic ex-
perience and professional designation are
desirable, but not required. We seek candi-
dates with the potential for excellence in
teaching and research. Responsibilities:
These are probationary tenure-track positions

requiring quality research, teaching, and
service. We welcome applications from can-
didates with interest in any area of account-
ing research and teaching, and we especial-
ly encourage candidates with a teaching in-
terest in taxation to apply. About the School:
The Department of Accounting has 25 full-
time faculty members and is in the Faculty
of Business, which has approximately 90
full-time members. We offer a full range of
graduate and undergraduate programs,
both research and professionally oriented.
Master of Accountancy, Master of Science
with an Accounting stream, MBA with an op-
tional Accounting stream, Bachelor of Ac-
counting and Bachelor of Business Admin-
istration with an optional Accounting stream.
Co-op options are available in both under-
graduate and graduate programs. The Fac-
ulty of Business is AACSB accredited. Our

accounting programs are accredited by the
Institute of Chartered Accountants of On-
tario, the Society of Management Account-
ants of Ontario, and the Certified General
Accountants of Ontario. Brock University has
an excellent environment for faculty pub-
lishing research and teaching. We offer com-
petitive salaries and benefits, ample re-
search support, access to accounting and
related databases, low teaching loads and
student-to-faculty ratios, and modern phys-
ical facilities. Brock University is located in
the scenic Niagara peninsula minutes from
New York State and a one-hour drive from
Toronto. A manufacturing base in addition
to expanding sectors such as wine-making
and tourism provides for a dynamic environ-
ment with an exceptional range of profes-
sional and recreational opportunities. The
Niagara region offers a family-friendly en-
vironment with a modest cost of living. More in-
formation on Brock University can be found
on the University's website www.brocku.ca

in addition to exhibiting the potential for a
high level of teaching competence at both
the graduate and undergraduate levels, ap-
plicants must also demonstrate an interest
in conducting quality scholarly research
and the ability to publish in high quality ac-
ademic journals. For a detailed
position description, please visit Laurier's
website at <http://www.uwaterloo.ca/pa/pa.php>
ID: 317-6P-3142.

■ **ACCOUNTING (PROFESSIONAL TEACHING
POSITION)** — Wilfrid Laurier University. The
School of Business and Economics at Wilfrid
Laurier University invites applications for a
Professional Teaching Position (tenure-track)
in the Accounting area, with an expected
starting date of July 1, 2013. Normally, fac-
ulty holding a Professional Teaching Position
at Laurier will teach six one-semester courses
annually over three terms. The successful can-
didate will teach and coordinate introducto-
ry courses in managerial and/or financial
accounting. This will include BU 247 (Intro-
duction to Managerial Accounting) or BU
227 (Introduction to Financial Accounting).
As part of her/his service contribution, the
candidate might be required to manage desig-
nated programs that are linked to professional de-
signations. Our MBA/CAIA program is such an
example. Minimum qualifications for the po-
sition are a postgraduate degree and a
professional accounting designation with
relevant teaching and/or professional expe-
rience in the accounting field. A PhD in ac-
counting will be a definite asset. Experience
in the accreditation processes of profes-
sional accounting bodies and past experience
in course coordination will be highly desirable.
Appointment will be made at a rank commu-
table to qualifications. For a detailed position
description, please visit Laurier's website at
<http://www.uwaterloo.ca/pa/pa.php>
ID: 317-6P-3142.

■ **ANIMAL PHYSIOLOGY** — York University.
York University offers a world-class, modern,
interdisciplinary academic experience. In
Toronto, Canada's most multicultural city,
York is at the centre of innovation, with a
thriving community of 62,000 students, fac-
ulty and staff, as well as over 250,000
alumni worldwide. York's 11 Faculties and
28 research centres are committed to pro-
viding an engaged learning and research
environment that cuts across traditional
academic boundaries. Applications are in-
vited for two (2) tenure-track positions in
Animal Physiology, both at the Assistant Pro-
fessor level in the Department of Biology, Fac-
ulty of Science and Engineering, York Univer-
sity. Preference will be given to candidates
using integrative approaches to address
problems of physiological regulatory me-
chanisms. An interest in the role of endocrine/
neuroendocrine systems in regulatory phys-
iology would be an asset. The positions are
to commence July 1, 2013. Successful
candidates will have a PhD in Biology or a relat-
ed field, post-doctoral experience and an
outstanding research record, and will be ex-
pected to develop a strong, externally fund-
ed research program. Applicants should also
demonstrate excellence or promise of ex-

cellence in teaching. Successful candidates
will be expected to contribute to teaching bi-
ology-related courses at the undergraduate
and graduate levels and supervise graduate
students. Successful candidate must be
eligible for prompt appointment to the Fac-
ulty of Graduate Studies. Further information
about the Department of Biology can be
found at <http://science.yorku.ca/Schools/Departments/Biology/>. All positions at York
University are subject to budgetary approval.
York University is an affirmative action Em-
ployer. The Affirmative Action Program can
be found on York's website at www.yorku.ca/eagdocs or a copy can be obtained by
calling the affirmative action office at 416-
736-5713. All qualified candidates are en-
couraged to apply, however, Canadian citi-
zens and Permanent Residents will be given
priority. Applicants should forward (as hard
copy, only) a curriculum vitae, an outline of
their research plans, a statement of teaching
interests and experience, and single copies
of three publications. Applicants should also
arrange to have three signed letters of refer-
ence (hard copies) forwarded. All applica-
tion material should be received by Decem-
ber 31, 2012 and should be addressed to:
Chair, Animal Physiology Search Committee,
Department of Biology, Room 247 Farquhar
South Life Science Building, York University,
4700 Keele Street, Toronto, Ontario, Canada,
M3J 1P3.

■ **ASTROPHYSICS (CITANATIONAL FELLOWSHIP)** — University of Toronto. CITAN is a
national centre for theoretical astrophysics
located at the University of Toronto. As part
of its mandate to promote research through-
out Canada, the Institute provides a particu-
lar support for postdoctoral fellows working in
theoretical astrophysics or closely related
fields at Canadian universities. The CITAN
University of Toronto, through the National
Fellowship Program. The responsibility for
identifying and nominating potential CITAN
Fellows who will work at a given university
lies with the faculty at that university. Only
faculty at Canadian universities may submit
nominations. The deadline for these nomi-
nations is November 15, 2012 for fellowships
to start in September 2013. Please check
with the nominating institution for their in-
ternal deadlines. If you are interested in ap-
plying for a CITAN National Fellowship to be
held at a Canadian University, please con-
tact any of the following faculty by email or
check the department websites for further
application details: 1. Prof. Shantanu Basu,
University of Western Ontario (basu@uwo.ca);
2. Prof. Paul Chelambur, Université de
Montréal (paul@astro.umontreal.ca);
3. Prof. Alan Cooley, Dalhousie Univer-
sity (alan@astrophysics.dal.ca); 4. Prof. Andrei
Frolov, Simon Fraser University (afrolov@sfu.ca);
5. Prof. William H. Press, University of
Western Ontario (press@uwo.ca); 6. Prof. Nafiseh Banavee,
University of Alberta (nafiseh@ualberta.ca);
7. Prof. Douglas Scott, University of
British Columbia (uofbc.astro.ubc.ca/cita
fellow.html).

Concordia University Fine Arts

Canada Research Chair IN VISUAL HERITAGE AND DIGITAL ARCHIVES

Concordia University in Montreal, Quebec, invites applications for an Emerging (Tier 2) Canada Research Chair (CRC) in Visual Heritage and Digital Archives (Film Studies, Mel Hoppenheim School of Cinema) in the Faculty of Fine Arts.

Concordia's academic culture celebrates leading-edge research, creativity, and the transfer of knowledge for today's innovation-driven society. The Chair in Visual Heritage and Digital Archives will build on Concordia's leadership in the fields of art, communication and culture, and information and communication technologies as well as on related projects underway at the university. These include art and technology (Hesagram), gaming (TAG), oral history, digital poetics, feminist media studies and screen cultures.

We are seeking a scholar of cultural and film history, working at the intersection of old and new media technologies. Applicants will display promising and innovative investigations into the evolution, preservation and display of audio-visual cultures and their material remnants, and consider the challenges and opportunities presented by new technologies in understanding past and present audiovisual phenomena, broadly defined.

The successful candidate will have an outstanding record of research and publication on a relevant field demonstrated ability to foster stable interdisciplinary initiatives; attract and mentor excellent graduate students; and secure external funding.

Applications should be submitted or postmarked on or before November 1, 2012. Please consult the Faculty of Fine Arts website for complete details and application information at: <http://finearts.concordia.ca/offices/thechair/jobpostings>

All qualified applicants are encouraged to apply however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



Advertising Closing Dates Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Requests for copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be pre-
sumed executed without acknowledgment from the *Bulletin*.

ISSUE NUMERO	CLOSING DATE DATE DE TOMBÉE
September 2012 septembre	August 08 août 2012
October 2012 octobre	September 12 septembre 2012
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December 2012 décembre	November 07 novembre 2012
January 2013 janvier	December 05 décembre 2012
February 2013 février	January 09 janvier 2013
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Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

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The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisement restricting applicants on grounds of race, national origin, religion, colour, sex, age, marital status, family status, disability, sexual orientation, or political belief or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language are accepted except when the language is consistent with human rights legislation. Where any bare face reference to exemption from general policy stated above exists, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT Policy Statement on Academic Freedom* (www.caup.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to reject advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tel: (202) 737-5300 or visit www.aaup.org.

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Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration explicite des raisons. L'annonce des principes fondamentaux de l'ACPPU sur la liberté académique (www.caup.ca/pages.asp?page=247&lang=1) répertorie les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le refus de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors (AAUP) enquête sur les violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tél: (202) 737-5300, ou de visiter www.aaup.org.

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CAREERS CARRIÈRES

■ ASTROPHYSICS (CITA POSTDOCTORAL FELLOWSHIPS)—University of Toronto, CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several post-doctoral fellowships of two to three years. The starting date will be September 1, 2013. Funds will be available for travel and other research expenses. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty. Areas of interest include: cosmology, interstellar matter, galaxy, star and planet formation, high energy astrophysics, general relativity and gravitational waves. Visit the CITA website at www.cita.utoronto.ca for application instructions. We only accept electronic submissions. Applicants will be asked to submit a curriculum vitae, statement of research interests and arrange for three letters of recommendation. The deadline for applications and all letters of recommendation is November 15, 2012. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of its staff.

■ ASTROPHYSICS (CITA RESEARCH ASSOCIATE POSITIONS)—University of Toronto, CITA is a national centre for theoretical astrophysics located at the University of Toronto. CITA expects to offer one or more Research Associate positions of three to five years duration. The start date will be September 1, 2013. Applicants should have an excellent research record in astrophysics and theoretical experience. Funds are available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics. Research Associates are also expected to work with postdoctoral fellows and to assist with the administration of the Institute. All applicants for these positions are considered automatically for postdoctoral fellowships. Visit the CITA website at www.cita.utoronto.ca for application instructions. We only accept electronic submissions. Applicants will be asked to submit a curriculum vitae, statement of research interests and arrange for three letters of recommendation. The deadline for applications and all letters of recommendation is November 15, 2012. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

B

■ BUSINESS & ECONOMICS (POLICY)—Wilfrid Laurier University, The School of Business and Economics at Wilfrid Laurier University invites applications for a tenure-track faculty position in the Policy and Economics program. The position is for a full-time position starting July 1, 2013. Qualifications for this position include a PhD or completion of a PhD within a year in Strategic Management. Although we invite applications from individuals doing research in all mainstream areas of strategic management, successful candidates must have 1. demonstrated potential for exceptional research including the ability (a) to publish in top-tier journals and (b) to make a highly productive and original research agenda; 2. the ability and willingness to effectively teach core strategic management courses at the BBA and MBA levels. Successful candidates will also be able to participate in the development of a new PhD stream in Strategic Management. In the School's doctoral program. Position is subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/cpa/page.php?ppr_id=317&p=3142

C

■ CARDIOVASCULAR BIOMEDICAL RESEARCH—Dalhousie University, Dalhousie University invites applications to fill two tenure-track positions at the Assistant or Associate Professor level on the new Faculty of Medicine campus in Saint John's, New Brunswick. Successful applicants will be expected to develop an independent laboratory research program in cardiovascular research including on-site graduate training. You will join two teams created by researchers and their teams to create a group of at least four researchers to work within a new \$300 million laboratory, it has an open concept, shared bench and floor space, with separate spaces for microscopy, bacterial and tissue culture, and animal care. You will have the unique and exciting opportunity to help develop and build this new basic science research program. Applicants from all basic science disciplines with a cardiovascular focus are invited to apply, including (but not limited to) biochemistry, molecular/cell biology, genetics, anatomy/developmental biology, pharmacology, immunology and physiology. Cardiovascular diseases of interest include (but are not limited to) atherosclerosis, ischemic, acute coronary syndromes, thrombotic/vascular heart disease, cardiac arrhythmia, heart failure, arrhythmia and hypertension. Applicants must have a PhD or equivalent and significant postdoctoral experience and have published in peer-reviewed journals. Successful applicants will be chosen based on their individual attributes. It is demonstrated potential to conduct independent biomedical research and to teach at the undergraduate and graduate levels. The selection process will focus on how the candidate's strengths and interests will fit into a cohesive research program with strong links to the clinical/experimental research team at the NS Heart Centre based at Saint John's and to researchers at both the University of New Brunswick (UNB) and the Halifax campus of Dalhousie University Faculty of Medicine. The Dalhousie Medical New Brunswick program (DMNB) <http://www.brunswick.medical.ns.ca> now in its third year of operation, opened in September 2010, enrolling 30 medical students per year. Successful applicants will make important contributions to the delivery of the Dalhousie medical curriculum. A five-minute walk from the Program's main research building and education building to the Saint John's campus of UNB, post the health sciences training facility of the New Brunswick Com-

munity College, and finally to the Saint John Regional Hospital, a large tertiary care teaching hospital which is home to the NS Heart Centre (<http://www.ahsc.health.nb.ca/Programs/NHBC/>). Saint John is a port city located on the magnificent Bay of Fundy, with a greater metropolitan population of 120,000 (<http://www.tourismnsjohn.com>). Successful applicants will be appointed to the appropriate department within the Faculty of Medicine at Dalhousie University, Halifax campus, Nova Scotia (<http://www.med.dal.ca>) will provide support to you in Saint John. You will also have an appointment at the University of New Brunswick (<http://www.unb.ca>), with opportunities to engage in undergraduate and graduate programs on campus. Applications must be in by November 6th, 2012 to guarantee consideration or until the position is filled. Please send a curriculum vitae, a two-page description of your proposed research program, a brief statement of teaching philosophy and arrange to have 3 letters of reference (2 of which must be academic) sent under separate cover directly to Dr. Frank McCarthy (frankmccarthy@dal.ca) Anatomist DMNB, Assistant Professor, Dept. of Anatomy and Physiology, Dalhousie University, New Brunswick, c/o Ms. Katharine Stevely PO Box 5050, 100 Tucker Park Road, Saint John, NB, Canada, E2L 4L5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action/Equity Employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racially visible persons and women.

■ CELLULAR & MOLECULAR BIOLOGY—York University, York University offers a world-class, multi-disciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of a vibrant, multi-cultural, thriving community of 62,000 students, faculty and staff, as well as over 250,000 alumni worldwide. York's 13 faculties and 100+ research centres are committed to providing an engaged learning and research environment that cuts across traditional academic boundaries. Applications are invited for a tenure-track position in Cellular and Molecular Biology, at the Assistant Professor level in the Department of Biology, Faculty of Science and Engineering, York University. All fields of research will be considered with special consideration for candidates in the area of cellular/molecular biology. Research interests including gene expression, diabetes and metabolism, structural biology, plant biology and RNA biology. The department has access to on-site state-of-the-art facilities that include the Core molecular biology and DNA sequencing facility, the Centre for Genomics in Mass Spectrometry, the NMR spectroscopy facility, and cellular imaging facilities. The position is to commence July 1, 2013. The successful candidate will have a PhD in Biology or a related field, post-doctoral experience and an outstanding research record, and will be expected to develop a strong, externally funded research program. Applicants should also demonstrate excellence in teaching and supervision of graduate students. The successful candidate must be eligible for prompt appointment to the Faculty of Graduate Studies. Further information about the Department of Biology can be found at <http://science.yorku.ca/Schools/Departments/Biology/>. All positions at York University are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/equity. Academics or a copy can be obtained by calling the affirmative action office at 416-736-5713. Only qualified candidates need to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should forward (as hard copy, only) a curriculum vitae, an outline of their research plans, a statement of teaching interests and experience, and single copies of three publications. Applicants should also arrange to have three signed letters of reference (hard copies) forwarded. All Department of Biology positions are subject to budgetary approval. 2012 and should be addressed to: Chair, Animal Physiology Search Committee, Department of Biology, Room 247, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.

■ UNIVERSITY OF NEW BRUNSWICK (INSTRUCTOR)—The Department of Chemical Engineering and the Faculty of Engineering at the University of New Brunswick in Fredericton invite applications for an Instructor position. Applicants for this tenure-track position should have demonstrated teaching potential and proven abilities in chemical engineering practice and/or chemical engineering instruction. The successful applicant will bring to UNB teaching competence that would permit them to instruct most (or all) core undergraduate courses offered by the Department of Chemical Engineering. Applicants should have both undergraduate and graduate degrees (preferably a PhD in Chemical Engineering or a strongly related discipline). They must also be qualified to apply for PEng (or training equivalent) status in New Brunswick. This is an entry-level position, but some relevant practical experience or teaching experience is an asset. The department has a tradition of high faculty with broad backgrounds in chemical engineering, to maximize collaborative and teaching potential. While it is strictly a teaching position, the successful applicant will join a department with a long tradition of excellence in teaching by both tenure-permanent faculty and post-doctoral researchers. The University of New Brunswick is one of the oldest public universities in Canada and is one of Canada's leading research institutions. The Department of Chemical Engineering recently celebrated fifty years of combining strong research activity with a strong undergraduate program. This appointment will be at the rank of Instructor. Review of applications will begin August 1, 2012 and continue until the position is filled, subject to final budgetary approval. The anticipated start date for the position is January 1, 2013. Candidates should send a curriculum vitae and a statement outlining their teaching philosophy and past teaching experience, and arrange for letters from three referees to be sent to: Dr. Brian J. Lowry, Chair, Department of Chemical Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, Canada, E3B 5A3.



TIER 2 CANADA RESEARCH CHAIR IN CHEMICAL BIOLOGY Schulich School of Medicine & Dentistry / Faculty of Science

The Schulich School of Medicine & Dentistry and the Faculty of Science at Western University, one of Canada's leading research intensive universities, seek applicants for a Tier 2 Canada Research Chair (CRC) in Chemical Biology. In accordance with the regulations set for Tier 2 Canada Research Chairs (www.chairs-chaires.gc.ca/home-accueil-eng.aspx), the candidate will be an excellent emerging researcher who has demonstrated research creativity and innovation, and the potential to achieve international recognition in the field of Chemical Biology within the next five to ten years.

The Tier 2 CRC will be expected to establish an independent, externally funded research program in the area of Chemical Biology that will promote integration and synergy with existing areas of research strength in Proteomics & Protein Structure, Genomics & Bioinformatics, Synthesis and/or Materials & Biomaterials within the Schulich School of Medicine & Dentistry and the Faculty of Science at Western. Priority will be given to candidates with a strong record of productivity in chemical biology and interests in translational research. The candidate will have access to state-of-the-art facilities including the London Regional Proteomics Centre (www.lrpc.uwo.ca), the London Regional Genomics Centre (www.lrgc.ca) and the Western Nanofabrication Facility (www.uwo.ca/nfab/). Furthermore, there will be excellent opportunities for collaboration with basic and clinical researchers at UWO and affiliated research institutes.

The successful applicant will hold a Ph.D. or an M.D., or equivalent, and will be a tenure track appointment at the position of Assistant Professor or at an Associate Professor level if qualifications and experience warrant. The appointment will be made to the Department of Biochemistry of Schulich School of Medicine & Dentistry and the Department of Chemistry of the Faculty of Science, with the opportunity for a cross-appointment to an appropriate Clinical Department, and an appointment as Scientist at the Roberts Research Institute and Lawson Health Research Institute.

With full time enrollment of about 32,000, The Western University graduates students from a range of academic and professional programs. Further information about the Schulich School of Medicine & Dentistry can be found at www.schulich.uwo.ca, the Faculty of Science at www.uwo.ca/sci and/or at www.uwo.ca. Western's Recruitment & Retention Office is available to assist in the transition of the successful applicant and his or her family.

The application should include a detailed curriculum vitae, a brief description of research accomplishments, representative publications, and the names of three references. As well, the candidate must include a proposal for an original, innovative, and high quality research program that would attract excellent trainees, students, and future researchers. Please send the complete application to:

Dr. Denise Figlewicz
Vice Dean, Research & Innovation, Schulich School of Medicine & Dentistry
Roberts Research Institute, Room 1240A
Western University, London, Ontario CANADA, N6A 5C1
selection.committee@schulich.uwo.ca

Applications will be accepted until the position is filled. Review of applicants will begin after November 1, 2012.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Western University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.



University of Victoria Chair in Asia-Pacific Legal Relations The Faculty of Law and the Centre for Asia-Pacific Initiatives University of Victoria, British Columbia, Canada

The Faculty of Law and the Centre for Asia-Pacific Initiatives (CAPI) at the University of Victoria invite nominations and applications for the Chair in Asia-Pacific Legal Relations.

The University of Victoria and the Faculty of Law are among Canada's best regarded academic institutions, and enjoy an established reputation in Asia-Pacific law scholarship. Located on the Pacific coast, in one of Canada's most beautiful cities, the university has numerous links and cooperative activities with universities and organizations throughout the region. CAPI is the University's window on Asia and the Pacific—a prominent and innovative interdisciplinary institute promoting research and collaboration on issues relating to the area.

The Chair in Asia-Pacific Legal Relations will join a team at CAPI that includes two other program chairs, an Associate Director, staff and associates, with a substantial record of research, conferences, student programs, and policy engagement. The Chair's academic appointment will be in the Faculty of Law with teaching and administrative duties structured in such a way as to contribute to both CAPI and the faculty.

The Chair will be well placed to build a program of research, education, policy engagement and outreach on behalf of both CAPI and the faculty.

Areas of particular interest to the Centre and the Faculty include Asian legal traditions, international/regional economic law, environmental law, human rights, comparative constitutional law, comparative intellectual property law and development law and policy.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

The appointment will be at the Associate Professor or Full Professor level. Candidates will have an established and growing scholarly reputation in their field, with a demonstrated commitment to teaching excellence, including graduate supervision and training. The person appointed will have a network of personal and institutional contacts, the ability to establish further links with individuals and organizations in Asia, and a proven capacity for attracting external funding support for research and other initiatives. Fluency in an Asian language is an asset.

Please direct inquiries, applications and nominations in confidence to:

Professor Jamie Cassels (jcassels@uvic.ca)
Chair of Appointments Committee
c/o Centre for Asia-Pacific Initiatives
University of Victoria
PO Box 1700, Stn CSC
Victoria, BC
V8W 2Y2
Canada

Applications should include a letter of interest and curriculum vitae. Consideration of candidates will begin October 31 and the search for an appropriate candidate will continue until the position is filled. Consult the Law Faculty's website www.law.uvic.ca and the CAPI website www.capi.uvic.ca for further information.

CAREERS CARRIÈRES



BRANDON UNIVERSITY
Founded 1899

"Something Special"

Tier I Canada Research Chair Aboriginal Health, Healing & Wellness

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

The City of Brandon has a population of approximately 50,000 and is home to a lively cultural life, a vibrant economy, and many all-season recreational opportunities. Brandon is located one hour from Riding Mountain National Park, is two hours from the City of Winnipeg, and offers a high quality of life.

Brandon University invites applications for the appointment of an exceptional scholar as Tier I Chair in Aboriginal Health, Healing and Wellness. Applications are welcomed from scholars who are innovative researchers with demonstrated expertise in aboriginal health issues, including related public policy areas. We seek a scholar with a strong record of research, teaching, and community service and who can contribute significantly to the advancement of Aboriginal health, healing and wellness. Excellent research experience with Aboriginal communities is required. Disciplinary area is open; however appointment is anticipated in the Faculty of Health Studies or in a related social science discipline within the Faculty of Arts, Faculty of Education, or the Faculty of Science.

The Canada Research Chair (CRC) program was established by the Canadian Federal Government with the purpose of attracting outstanding researchers to the Canadian university system. The program's Terms of Reference for qualifications are online at www.chairs.gc.ca. The Tier I Chair is for outstanding researchers acknowledged by their peers as world leaders in their fields. Appointment to this Canada Research Chair position is subject to review and final approval by the Canada Research Chair Secretariat.

The successful candidate will be appointed at the rank of Full Professor (with tenure). Interested applicants are invited to send their curriculum vitae, a research plan, a record of teaching effectiveness, three papers that are the most significant and relevant to their research interests, and the names and contact information of three referees.

The position is subject to budgetary approval. Rank and salary will be commensurate with experience and qualifications. Consideration of candidates will begin October 15th, 2012 and will continue until the position is filled. The start date is subject to final arrangement with the appointee.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brandon University is committed to the principles of equity in employment.

Contact:
Vice-President
Academic & Provost
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Phone: (204) 727-9712
E-mail: vpas@brandonu.ca

For more
information visit:
www.brandonu.ca

CIVIL & ENVIRONMENTAL ENGINEERING

— University of Victoria. The Faculty of Engineering, at the University of Victoria, invites applications for a tenure-track faculty position in Civil Engineering at the level of Assistant or Associate Professor. Applicants in all areas of Civil Engineering will be considered; however, applicants with research interests in design, assessment, repair and rehabilitation of civil engineering structures, use of innovative materials in repair and renewal, structural health monitoring, strong thinking techniques and infrastructure in remote and northern communities, are particularly encouraged to apply. Candidates for this position must have a PhD in Civil Engineering, or a related field, together with demonstrated excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer or be eligible for and committed to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, establish an active research program, and participate in the academic affairs of the university. This successful applicant will have an opportunity to contribute to the development of an innovative new Civil and Environmental Engineering program that will emphasize sustainability and include program-wide implementation of problem based learning. The program will initially be part of the Mechanical Engineering Department. The Department of Mechanical Engineering offers BEng, MEng, MSc and PhD degrees. The department has 22 faculty members including three Canada Research Chairs and about 100 graduate students. The Department is known for its strong research programs in broad areas with superb research funding and a large number of research personnel and visiting researchers. With an excellent collegial atmosphere and active research, the Department attracts outstanding faculty and staff as well as its first and second year undergraduate students. Further information on the Department can be found at <http://www.uvic.ca/engineering/mechanical/>. The University of Victoria (<http://www.uvic.ca/>) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University is ranked as one of the leading universities in Canada with a reputation for excellence in research and teaching. Victoria is one of the most scenic locales in Canada with a pleasant climate year round. Applications should include curriculum vitae, a statement of teaching and research objectives and interests, and the names, addresses, telephone number, and email addresses of at least four referees. Applications can be sent electronically by 31 October 2012 in PDF or MS Word formats to: ment_CEE@uvic.ca, addressed to: Professor Zoltan Dencs, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 1800, Victoria, BC, Canada, V8W 2Y2. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

CLASSES: ROMAN ART & ARCHAEOLOGY

— Brock University. The Department of Classics at Brock University invites applications for a predoctoral tenure-track appointment at the rank of Assistant Professor to begin 1 July 2013. The Department seeks a specialist in the visual and material culture of the Roman world. The successful candidate should be actively involved in archaeological fieldwork and will be expected to coordinate and teach the Brock University Archaeological Practicum. Responsibilities will include teaching courses in Roman art and archaeology, senior and graduate level specialty seminars, and may include classical civilization and Latin and/or Greek courses. The successful applicant is also expected to supervise MA students. Applicants should have completed the PhD by the time of appointment and provide evidence of excellence in teaching and potential for scholarly achievement. Classics at Brock is currently a department of nine permanent faculty, and over 100 majors, teaching on a 2-2 load a variety of courses towards majors and honours degrees in Classical Studies, Classical Languages, and Ancient Art and Archaeology. In addition to these programs, we offer large introductory courses in mythology and civilization to satisfy a general university requirement. The department offers an MA degree in Classics with special fields in Art and Archaeology and Text and Culture, and is active in Brock's Medieval and Roman Studies program and the Women's and Gender Studies program. The department also houses a teaching collection of Cyrenaic antiquities and an archaeology lab. The deadline for applications is 16 November 2012. Applicants should submit in hard copy formal a letter of application accompanied by a curriculum vitae, evidence of successful teaching, a statement of research and a sample of scholarly writing, and should arrange for three confidential letters of reference to be sent to: Dr. Allison Graebrock, Chair, Department of Classics, Brock University, 500 Glenridge Ave., St. Catharines, Ontario, CANADA L2S 3A3. Members of the department will meet with applicants at the 2013 Annual Meetings of the American Philological Association and the Archaeological Institute of America in Seattle. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/web_fm_send/1095 and include the completed form with their application. For inquiries on the position email: ajgraebrock@brocku.ca. More information on the Department of Classics can be found at www.brocku.ca/

Concordia University Arts and Science

Principal, SCHOOL OF COMMUNITY AND PUBLIC AFFAIRS. Concordia University

Concordia University's Faculty of Arts and Science invites applications for the position of Principal of its School of Community and Public Affairs. The School of Community and Public Affairs offers a unique interdisciplinary education to undergraduate and graduate students in public policy analysis and advocacy, community economic development, and First Peoples Studies. We are seeking an established scholar with a proven research record in one or a combination of the following areas of study: community development, public policy, public affairs.

The successful candidate should be bilingual (English/French) and have administrative experience in a university setting. Familiarity with the Quebec and Canadian socio-political scene will be considered a strong asset.

The key responsibilities of the Principal are to administer the School on a daily basis; to consolidate and further develop the School's academic programs; to provide leadership in research, teaching and community engagement; and to foster outreach activities of the School both within and outside the academic community.

A tenured or tenure-track appointment at the professor or associate professor level will be considered according to the qualifications of the applicant.

Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact:

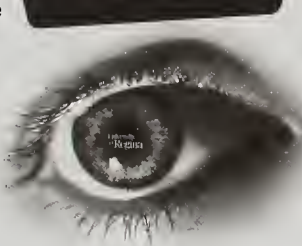
Dr. Daniel Solée, Interim Principal
School of Community and Public Affairs
Concordia University
1455 De Maisonneuve Blvd. W.,
Montreal, Quebec, Canada H3G 1M8
solée@olgal.concordia.ca
<http://scpo-eopc.concordia.ca/en/>

Subject to budgetary approval, the appointment is expected to take effect July 1, 2013. Review of applications will begin immediately after the deadline for submissions and will continue until the position has been filled. All applications should reach department no later than November 1, 2012. All inquiries about the position should be directed to Dr. Daniel Solée (solée@olgal.concordia.ca).

For additional information, please visit our website at: artsandscience.concordia.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

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See your future as part of the people who call the University of Regina their workplace of choice by viewing the following opportunity:

FACULTY OF ENGINEERING & APPLIED SCIENCE Assistant/Associate Professor in Software Systems Engineering

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.



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CAREERS CARRIÈRES

MEMORIAL UNIVERSITY Vice-President (Research)

Memorial University, the largest university in Atlantic Canada, is a dynamic institution with teaching and research programs of international distinction. Externally sponsored research was approximately \$100M in 2011. The University has almost 19,000 students, including 3,000 graduate students, supported by 1,000 full-time faculty. There are over 75,000 alumni worldwide.

With two campuses located in St. John's, including the Marine Institute, a campus in Corner Brook and a campus in Harlow (England), Memorial University offers the best of North American and European university life. It also has several centres and facilities across the province including marine stations on the east and west coast of Newfoundland, as well as the Labrador Institute.

Memorial University is a university in its ascendancy. An aggressive growth agenda for the University with increasing budgets, enrolments and research, coupled with the distinct character and place of Newfoundland and Labrador creates an opportunity unparalleled in Canada.

The Vice-President (Research) will report directly to the President and work closely with the Provost, other Vice-Presidents, Deans, Directors and the senior management team of the University. The Vice-President (Research) is a member of the Vice-President's Council and will provide leadership to ensure the vision and mission and planning goals of the University are achieved.

The Vice-President (Research) is responsible for providing leadership for the University's broad range of research activities and ensuring the achievement of the goals and aspirations of the University's new strategic research framework. Specific priorities include: supporting research across all campuses, building partnerships, attracting research funds, and enhancing the dissemination, application and

commercialization of research results generated at Memorial. Additionally, the Vice-President (Research) will work to create linkages across the academy and coordinate research.

The ideal candidate will be a strategic leader. He/she will have demonstrated exceptional organizational and interpersonal abilities and will have a distinguished scholarly record at the national level, an appreciation for the role of students in research endeavours and a demonstrated record of success in obtaining support for research, along with a record of achievement as an academic administrator. Moreover, the Vice-President (Research) will possess a sophisticated understanding of the relationships among research, creative activity and the development of intellectual property, and the ability to advocate for the research needs of the entire University community, both internally and externally. For more information on the campus, the city, and the surrounding region, please visit www.mun.ca

The appointment, which is renewable, is for five years and is to take effect in September 2013. Consideration of candidates will commence over the coming months and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.

Nominations, applications, and/or expressions of interest should be submitted, in confidence, to the address shown below.

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Toronto, Ontario M5R 2K9
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LE CAMPUS DE MONCTON SOLICITE DES CANDIDATURES POUR LE POSTE SUIVANT :

PROFESSEURE OU PROFESSEUR EN BIOLOGIE MOLÉCULAIRE VÉGÉTALE

(Un poste menant à la permanence d'emploi)

Entrée en fonction : 1^{er} juillet 2013

Fermeture du concours : 23 novembre 2012

Pour une description détaillée de ce poste et pour postuler, veuillez s'il vous plaît consulter la section « Offres d'emploi » de notre site Web www.umoncton.ca (en haut et à l'extrême droite de la page d'accueil), sous l'onglet « Corps professoral - Professeures et professeurs ».



UNIVERSITÉ DE MONCTON
CAMPUS DE MONCTON

L'Université de Moncton souscrit à l'exigence d'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, incluant les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyens et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

15, 2012 and applications will be accepted until the position is filled. Dr. Tim Moon, Chair, Department of Geography, Dr. Marilyn Scott, Director, McGill School of Environment, McGill University, Room 705, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 0B9; phone: 514 398-4112; fax: 514 398-7437; e-mail: recruit.geog@mcgill.ca

INORGANIC CHEMISTRY — Western University. The Department of Chemistry invites applications for a probationary/tenure-track faculty position at the rank of Assistant Professor in Inorganic Chemistry with an anticipated start date of July 1, 2013. This successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large research-intensive department with strong programs in many areas of chemistry and with several interdisciplinary links to research groups in other departments in the Faculties of Science and Engineering and the Schulich School of Medicine & Dentistry. The Department of Chemistry is home to world class research facilities and has strong affiliations with Surface Science Western (www.surfacesciencewestern.com), the Western Nanofabrication Facility (nanofab.uwo.ca) and the Integrated Microscopy Unit ([thebotan.uwo.ca](http://www.thebotan.uwo.ca)). Interested candidates should send two hard copies of their application package which includes an up-to-date curriculum vitae, a teaching philosophy and a

statement of teaching interests, a description of research accomplishments, and a 5 page research proposal, together with the names, mailing, and e-mail addresses and telephone numbers of three referees to: Dr. K. M. Baines, Chair, Department of Chemistry, Western University, Chemistry Building, Room 003 Dock 11, 1153 Richmond Street N, London, Ontario, N6A 5B7, Canada. The deadline for receipt of two printed copies of the full application is September 30, 2012. Applications sent by e-mail will not be considered. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Western University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

INTERNATIONAL BUSINESS — Brock University. Job Summary: The Faculty of Business, Brock University invites applications for a probationary/tenure track position in International Business. Starting July 1, 2013, this rank is open at the Assistant Professor level, dependent upon qualifications. The availability of this position is subject to final budgetary approval. Qualifications: Brock University seeks a candidate with a strong research and teaching in the field of international business. The position entails conducting rigorous academic research with relevance to a managerial audience. Position level and salary are commensurate with the applicants' qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Application Process: 1. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-identification Form available at http://brocku.ca/web/in_send/20927 and include the completed form with their application. 2. To receive full consideration, the candidate must submit his/her application electronically. The application should include a letter of application, current vita, a statement of research interests and teaching philosophy, evidence from teaching evaluations (if available), and sample of scholarly publications. Letters of reference will be requested after the candidate is shortlisted. 3. Successful candidates may be contacted to have interviews in AIB or AOM conferences. 4. Your application should be submitted by September 15, 2012. Note: Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. The Faculty of Business is AACSB accredited and values both research and teaching. It has approximately

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Western
DAN Management and
Organizational Studies

TENURE-TRACK POSITIONS

DAN Management and Organizational Studies is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science (FSS) at The University of Western Ontario (UWO) with over 2,700 students enrolled. This unique program combines management studies with a strong foundation in the social sciences. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. FSS is the largest faculty at UWO with over 6000 undergraduates and 400 graduate students enrolled, and it is one of the largest and top-ranked social science faculties in Canada. Close to one half of all FSS students are enrolled in the undergraduate DAN Program, and plans to offer a graduate program are currently under development.

Assistant or Associate Professor in Consumer Behavior

Applications are invited for a tenure-track full time appointment at the rank of Assistant or Associate Professor in Consumer Behavior. Candidates who are currently a senior Assistant or junior Associate Professor are preferred. Candidates must have a PhD in the Consumer Behavior area of Marketing, or a related area, and have a research program that is focused primarily on consumer behavior topics. Applicants must possess a strong record of scholarly research and publications, and evidence of excellent teaching ability, or evidence of potential in these areas (e.g., a stream of work-in-progress that has the potential to yield publications in leading refereed journals). The successful candidate will be expected to maintain a strong research program, teach undergraduate courses in Marketing and Consumer Behavior topics, and contribute to ongoing curriculum and program development.

Assistant Professor in Human Resource Management

Applications are invited for a tenure-track appointment at the rank of Assistant Professor in Human Resource Management. Candidates for this position must have a PhD (or expected completion in 2013) in Human Resource Management or a related area, and have a research program that is focused primarily on HRM topics. Applicants must possess a strong record of scholarly research and publications, and evidence of excellent teaching ability, or evidence of potential in these areas (e.g., a stream of work-in-progress that has the potential to yield publications in leading refereed journals). The successful candidate will be expected to maintain a strong research program, and have experience/expertise to teach undergraduate courses in two of the following areas: Compensation and Benefits, Training and Development, Occupational Health and Safety, Industrial and Labor Relations, Human Resource Planning, Personnel Recruitment and Selection, Strategic Human Resource Management.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2013.

Applicants can learn more about the DAN Program at www.dan.uwo.ca. The University of Western Ontario is among the top-ranked research intensive universities in Canada. It is located in London, Ontario, a highly affordable and family friendly city of approximately 350,000. London is situated approximately half-way between Toronto and Detroit with excellent access to these centers by car, train, or air. It is also within a 45 minute drive to the beaches of Lake Erie and Lake Huron.

Interested candidates should send a curriculum vitae, appropriate evidence of research and teaching performance, and three academic letters of reference to: Professor Mitch Rothstein, Director, DAN Management and Organizational Studies, The University of Western Ontario, 1151 Richmond Street, Social Science Centre, Room 4330, London, Ontario, N6A 5C2. Applications will be accepted until October 31, 2012 or thereafter until the position is filled. Files will be reviewed prior to the deadline.

Position subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

CARRIÈRES

80 full-time members, and offers five graduate programs: MBA, MBA International Studies program, Master of Accounting, International Master of Accounting, plus Master of Science and two undergraduate programs: BBA and BSc. The Department of Marketing, International Business, and Strategy has 20 full-time faculty and is one of four departments in the Faculty of Business. More information on Brock University can be found on the University's website www.brocku.ca. Dr. Narongrak (Nai) Thongpanich, Chair, Department of Marketing, International Business, and Strategy, E-mail: narongrak.thongpanich@brocku.ca. Postal Department of Marketing, International Business, and Strategy, Brock University, Faculty of Business, St. Catharines, Ontario, CANA, D2S 3A1. Phone: 905-688-5550, extension 5159.

■ **LIBRARY & INFORMATION STUDIES** — McGill University. The School of Information Studies (SIS), one of four academic units in the Faculty of Education at McGill University, invites applications for one tenure-track appointment at the rank of Assistant Professor. The anticipated start date is January 1, 2014. Qualified candidates should hold a doctoral degree in Information Studies or a related discipline, and should have demonstrated strong research and teaching experience in the field. The successful candidate will teach and supervise graduate students in a variety of areas, including but not limited to: digital information and digital knowledge representation. Applicants with experience in multidisciplinary research in the area of digital information and digital knowledge representation are encouraged to apply. The successful candidate will teach courses at the graduate level, but may also contribute to courses at the undergraduate level. Successful candidates will be expected to conduct research and publish in the field. Salary will be commensurate with the University's scale for qualified candidates. McGill University is a world-renowned English-speaking institution located in the heart of Montreal. The University is ranked among the world's top universities according to the Times Higher Education Supplement-QS World University Rankings. SIS is a leading research centre in North America, with an enrolment of more than 200 graduate students and offers an ALA-accredited LIS program, a graduate certificate and a graduate diploma in LIS, and a PhD in Information Studies. The MUIS program in clinical librarianship is a unique program in knowledge management and archival studies. All qualified applicants are encouraged to apply. However, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from individuals of all ages, ethnicities, and ethnic minorities, persons with disabilities, women, persons of minority sexual orientation and gender identities, and persons who may contribute to further diversification. Applicants should send (preferably electronic) a letter of application, curriculum vitae, a statement of teaching and research interests, and a list of three references by September 15, 2013, to: Dr. Frank Bouchard, Director, School of Information Studies, McGill University, 3661, Peel St., Montreal, Quebec, Canada, H3A 1X1. Voice: 514-398-3362, Fax: 514-398-1515, E-mail: frank.bouchard@mcgill.ca. Web: <http://www.mcgill.ca/sis>.

■ **MARKETING** — Brock University. COM MITTED TO RESEARCH AND TEACHING EXCELLENCE. Job Summary: The Faculty of Business, Brock University invites applications for a full-time position in the Department of Marketing. Starting July 1, 2013, the rank is open at the Assistant Professor level, but may be filled at the Associate Professor level. The position is a tenure-track position. The successful candidate will be expected to contribute to the departmental research and teaching mission. In order to complete the application process, candidates must submit electronically a copy of their Curriculum vitae, a short statement of research interests, and a copy of three external references. Applications will be accepted until October 20, 2013. Please send your application

to Admin Pharmacology/Pharmacology at the attention of Dr. Gerhard Muthusub, Chair, Department of Pharmacology and Therapeutics. McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientation and gender identities, and persons who may contribute to further diversification. All qualified applicants are encouraged to apply. However, Canadians and permanent residents will be given priority.

■ **MECHANICAL** — University of Toronto. Established in 1827, the University of Toronto (U of T) is Canada's largest university, recognized as a global leader in research and teaching. U of T's distinguished faculty, institutional record of groundbreaking scholarship and worth of innovative academic opportunities continually attract outstanding students and academics from around the world. The Department of Mechanical and Industrial Engineering is home to the top Mechanical and Industrial Engineering program in Canada. We foster a world-class environment that excels in teaching, learning, and research for our undergraduate and graduate programs. The Department currently invites applications for a tenure-track appointment at the rank of Assistant of Associate Professor with a specialization in Mechanics. Fields of interest include, but are not limited to, medical and biomedical systems, biomechanics, dynamic systems and controls. The successful candidate will show leadership and innovation in research and teaching. Applicants must have a doctoral degree in engineering (or a related discipline), an outstanding academic and research record (including refereed publications), and effective teaching ability. Applicants should also have an undergraduate degree in mechanical or electrical engineering, a master's degree in engineering, and registration as a Professional Engineer. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensurate with qualifications. A competitive research start-up funding package will be provided. The start date is September 1, 2013. Applicants should include in their responses: a detailed curriculum vitae (please indicate if you are a Canadian citizen or permanent resident), a clear statement of specific teaching and research interests, and the names of three persons able to provide references in support of their application. The closing date for all applications to be received is November 30, 2013. We strongly encourage you to submit your application online at www.jobs.utoronto.ca/faculty_hib_1200841. If you are unable to apply online, please submit your application to Professor J. W. Z. Du, Department of Mechanical & Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, ON, M5S 3G8. E-mail: du@mie.utoronto.ca. For more information on the University of Toronto, and the Department of Mechanical & Industrial Engineering, please visit: <http://www.utoronto.ca>.

■ **MEDICAL/PHARMACEUTICAL CHEMISTRY** — McGill University. The Department of Pharmacology and Therapeutics of McGill University is inviting applications for a tenure-track position at the rank of Assistant/Associate Professor level. In Medical/Pharmaceutical Chemistry, Applicants with research interests in drug discovery and drug synthesis are encouraged to apply. Particularly, applications will be accepted from candidates with a strong research background in design and synthesis of new biologically active molecules or improvement of existing compounds for novel pharmacological applications. Candidates are required to have initiated a successful scholarly career as evidenced by publications and presentations. The successful candidate will be a member of the Department of Pharmacology & Therapeutics and will be expected to contribute to the departmental research and teaching mission. In order to complete the application process, candidates must submit electronically a copy of their Curriculum vitae, a short statement of research interests, and a copy of three external references. Applications will be accepted until October 20, 2013. Please send your application

to Admin Pharmacology/Pharmacology at the attention of Dr. Gerhard Muthusub, Chair, Department of Pharmacology and Therapeutics. McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientation and gender identities, and persons who may contribute to further diversification. All qualified applicants are encouraged to apply. However, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from individuals of all ages, ethnicities, and ethnic minorities, persons with disabilities, women, persons of minority sexual orientation and gender identities, and persons who may contribute to further diversification. Applicants should send (preferably electronic) a letter of application, curriculum vitae, a statement of teaching and research interests, and a list of three references by September 15, 2013, to: Dr. Frank Bouchard, Director, School of Information Studies, McGill University, 3661, Peel St., Montreal, Quebec, Canada, H3A 1X1. Voice: 514-398-3362, Fax: 514-398-1515, E-mail: frank.bouchard@mcgill.ca. Web: <http://www.mcgill.ca/sis>.

■ **MARKETING** — Brock University. COM MITTED TO RESEARCH AND TEACHING EXCELLENCE. Job Summary: The Faculty of Business, Brock University invites applications for a full-time position in the Department of Marketing. Starting July 1, 2013, the rank is open at the Assistant Professor level, but may be filled at the Associate Professor level. The position is a tenure-track position. The successful candidate will be expected to contribute to the departmental research and teaching mission. In order to complete the application process, candidates must submit electronically a copy of their Curriculum vitae, a short statement of research interests, and a copy of three external references. Applications will be accepted until October 20, 2013. Please send your application



Research Positions Wireless Communications Systems Electrical & Computer Engineering

Research positions at the Research Associate level in Wireless Telecommunication are available for suitable candidates. While all applicants in this field will be considered, the project topic is in the area of Cooperative Spectrum Sensing for Cognitive Wireless Communication, and priority will be given to applicants with experience in several of the following subjects: detection and estimation, spectrum sensing, data fusion in wireless sensor networks, modern channel coding techniques, statistical inference using graphical models, cooperative communication, and non-coherent digital communication.

Qualifications include a Ph.D. in Electrical and Computer Engineering, a strong publication record, excellent communication skills, and experience in computer simulations using C and Matlab.

Starting salary \$30,000 per year (negotiable), plus McGill benefits. Appointment Duration: 8 months initial, renewable.

Please apply by sending an email to herby.lee@mcgill.ca describing your background, and attaching a CV as well as three publications that demonstrate experience relevant to the project. After initial screening, other documents may be required.

Position Begins: Nov. 1, 2012
Closing Date: Oct. 12, 2012

In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. However, all qualified individuals are encouraged to apply. McGill University is committed to equity in employment.

to Admin Pharmacology/Pharmacology at the attention of Dr. Gerhard Muthusub, Chair, Department of Pharmacology and Therapeutics. McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientation and gender identities, and persons who may contribute to further diversification. All qualified applicants are encouraged to apply. However, Canadians and permanent residents will be given priority.

■ **NURSING** — Brock University. The Department of Nursing invites applications for a probationary tenure-track position at the rank of Assistant Professor, appointment effective April 1, 2013. One of five departments within the Faculty of Applied Health Sciences, the Department of Nursing currently offers a four-year accredited BScN degree at the Brock campus and also a four-year accredited BScN degree in collaboration with Loyola College with foundations in the principles of Primary Health Care. Brock has a strong commitment to students and to the highest standards of teaching and research excellence. Successful candidates will have a baccalaureate degree in nursing and a completed PhD, with at least one graduate degree in nursing. Candidates must also have a focused program of research and publications established or being established. We invite candidates with expertise in a variety of clinical practice areas and a commitment to Primary Health Care Principles to apply. Preference will be given to candidates with graduate teaching experience. Applicants must be qualified for Registration with the College of Nurses of Ontario. Please note that courses are throughout the calendar year. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. Dawn Phyllis, Chair, Department of Nursing, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Tel: 905-688-5550, ext. 5151. Fax: 905-688-6658. Closing date for applications is December 1, 2012 or until a suitable candidate is found. This position is subject to a two-step interview process. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webm_sen/1095 and include the completed form with their application. More information on Brock University can be found on the University's web www.brocku.ca.

■ **NURSING** — Brock University. The Department of Nursing invites applications for a one-year limited term appointment effective December 1, 2012 or until a suitable candidate is found. One of five departments within the Faculty of Applied Health Sciences, the Department of Nursing currently offers a four-year accredited BScN degree at the Brock campus and also a four-year accredited BScN degree in collaboration with Loyola College with foundations in the principles of Primary Health Care. Brock has a strong commitment to students and to the highest standards of teaching and research excellence. Successful candidates will have a baccalaureate degree in nursing and a completed master's degree. Preference will be given to candidates enrolled in a doctoral program. Candidates must also demonstrate a beginning program of research and publications. We invite candidates with expertise in a variety of clinical practice areas and a commitment to Primary Health Care Principles to apply. Applicants must be qualified for Registration with the College of Nurses of Ontario. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. Dawn

Concordia University Arts and Science

Tier 1 Canada Research Chair in Environmental Biochemistry, DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY, Concordia University

The Department of Chemistry and Biochemistry invites applications for one Tier 1 Canada Research Chair (CRC) in Environmental Biochemistry. This position is directly linked to priority areas in the University's Strategic Research Plan (2008-12): <http://www.concordia.ca/omsand/enfencedocuments/strategicresearchplan/>

The successful candidate will have established a highly visible, internationally recognized, innovative research program in environmental biochemistry, as demonstrated by an outstanding publication and funding record, and active graduate student supervision. Examples of research programs could include characterizing enzymes that help organisms deal with environmental stress; understanding the biochemical responses to new types of chemical pollutants; and understanding biochemical processes that use waste materials generated from natural resources to replace physical or chemical processes. The position provides an excellent opportunity for collaborators with several multidisciplinary University Research Centres, including the Centre for Structural and Functional Genomes and the Centre for Biological Applications of Mass Spectrometry. He/she will continue to attract excellent graduate students and other research personnel and contribute to high quality undergraduate and graduate teaching and training.

Tier 1 CRCs are for "outstanding and innovative researchers" who are acknowledged by their peers as "world leaders in their fields." They are awarded for seven years and are renewable.

CRC positions at Concordia offer an attractive salary, an annual research stipend, reduced teaching loads, and the opportunity to apply for start-up infrastructure through the Canada Foundation for Innovation (CFI) Leaders Opportunity Fund (LOF). The goal of the CRC program is to ensure that Concordia universities "achieve the highest levels of research excellence to become world-class research centres in the global knowledge-based economy." Concordia University's academic culture celebrates research, creativity, and the transfer of knowledge in many ways that are ideal for this innovation-driven society. The strategic deployment of CRCs is an integral part of Concordia's overall plan to promote and develop its research enterprise.

In order to successfully compete for a CRC award, candidates are expected to have an outstanding and innovative research program, and the ability to attract excellent graduate students.

Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of research achievements with a detailed five-year research plan (appropriate to the goals and objectives of the CRC program), a statement of teaching philosophy/interests, and evidence of teaching effectiveness. Candidates also must arrange to have three letters of reference sent directly to:

Dr. Joanne Turnbull, Chair, Department of Chemistry and Biochemistry
Concordia University, 1455 De Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8
Joanne.Turnbull@concordia.ca, <http://chem.concordia.ca/>

The successful candidate for the CRC position will, in the first instance, be offered a tenured appointment at the rank of Associate or Full Professor, as appropriate. The candidate will be required to work with the Department and the University to prepare the formal CRC nomination according to the CRC program guidelines. The University will submit the nomination to the CRC Secretariat at the earliest opportunity. This position is linked to the CRC appointment and has an anticipated start date of July 1, 2013. Review of applications will begin immediately and will continue until the position is filled. All applications should reach the department no later than November 1, 2013. All inquiries about the position should be directed to Dr. Turnbull (Joanne.Turnbull@concordia.ca). For additional information, please visit our website at: artsandscience.concordia.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, Aboriginal peoples, visible minorities and persons with disabilities.



YORK

Osgoode Hall Law School of York University, Canada's largest English-language law school, is committed to setting the standard for excellence in legal education and legal scholarship. In the coming year, Osgoode expects to make one faculty appointment (rank open) that will further enrich the faculty's strong and innovative teaching and research program, as well as its diversity. This appointment will be effective July 1, 2013, subject to final budgetary approval.

Osgoode Hall Law School FACULTY APPOINTMENT

In making this appointment, Osgoode Hall Law School wishes to sustain its commitment to a broad and innovative curriculum that responds to the changes in Canada's social, economic, political, and intellectual environments and to enhance its long-standing involvement in interdisciplinary, theoretical and experiential teaching and scholarship. To these ends, the Law School will consider all individuals with excellence in scholarly research and in teaching, and with a strong record of academic achievement. The appointment will be made on the basis of the following criteria: (1) **Dispute Resolution**, (2) **Private Law**, (3) **Environmental Law**, and (4) **Special Distinction**. The category of "Special Distinction" refers to "candidates who are nationally recognized as one of the top scholars in their selected field." The Law School also encourages applicants with diverse methodological approaches to law, including both quantitative and qualitative approaches. For updates and more particulars on the areas of priority, including the category of "Special Distinction", as well as application requirements, please visit our website at www.osgoode.yorku.ca.

Interested individuals should send an application with a cover letter identifying their areas of specialization and areas of interest in research and teaching, together with a detailed research plan, a curriculum vitae, copies of law and graduate transcripts, copies of sample publications, a teaching dossier, and three signed confidential letters of academic reference, to be received as soon as possible and in any event no later than Friday, September 28, 2012, to: Michelle Berman, Secretary of the Faculty Recruitment Committee, Osgoode Hall Law School, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: facultyrecruitment@osgoode.yorku.ca. Please note that electronic applications are strongly preferred, and hard copies will not be returned.

Applicants who currently hold faculty positions are invited to contact Professor Paul Emond, Chair, Faculty Recruitment Committee, at pemond@osgoode.yorku.ca or 416.736.5545, or Lorne Sossin, Dean, at lawdean@osgoode.yorku.ca or 416.736.5199.

Osgoode Hall Law School is committed to equality and diversity. The Law School has an Employment Equity Plan, which aims to ensure that our faculty is reflective of the four designated social groups identified in the federal Employment Equity Act: women, visible minorities, Aboriginal peoples, and persons with disabilities. The Law School welcomes applications from members of these groups and encourages candidates to self-identify in their initial applications. All qualified candidates are encouraged to apply, however, in accordance with HRSOC regulations, Canadian citizens and permanent residents will be given priority.



CAREERS CARRIÈRES

curriculum vitae, a statement detailing research and teaching interests, including anticipated areas of research, collaboration with existing faculty in the Department, and names of three referees to Dr. B.W. Buzet, Chair, Department of Civil Engineering, McMaster University, 1280 Main St. W., Hamilton, Ontario, L8S 4L7. Telephone: (905) 525-9140 ext. 24912; Fax: (905) 525-9688 or email: buzet@mcmaster.ca. Applications will begin immediately and the appointment will ideally commence July 1, 2013. However, applications will be accepted until the position is filled. Note: All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for these positions. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities.

SURFACE PROCESSES – McGill University, The Department of Earth and Planetary Sciences at McGill University seeks outstanding applications for a tenure-track Assistant Professor position in the area of Surface Processes. The position involves supervising scientists investigating surface processes that include (but are not limited to) landscape evolution, on Earth and/or other planets, relationships among climate, tectonics and sedimentation, as well as from those studying the sedimentary record of climate and biogeochemistry through time. Interested applicants should submit a signed letter of interest, a curriculum vitae (including e-mail address) and the names and contact information for three referees, no later than September 30th, 2012 to: Dr. Andrew Hynes, Chair, Department of Earth and Planetary Sciences, 3450 University Street, Montreal, Quebec, H3A 0E8; Fax: 514-398-4680; E-mail: andrew.hynes@mcgill.ca. McGill University is committed to equity in employment and diversity. It welcomes applications from Aboriginal persons, persons with disabilities, ethnic minorities, persons of minority sexual

orientation or gender identity, visible minorities, women, and others who may contribute to diversification. All qualified applicants are encouraged to apply but Canadians and permanent residents will be given priority.

SUSTAINABILITY (CREATIVE & CRITICAL STUDIES) – University of British Columbia Okanagan, The Faculty of Creative and Critical Studies at the University of British Columbia Okanagan Campus, invites applications for an appointment at the rank of Full Professor or senior Associate Professor in the area of sustainability to begin July 1, 2013. The Okanagan campus of UBC is located in Kelowna, British Columbia, one of Canada's most ecologically diverse and threatened areas, in a place that provides access to wilderness, agricultural and urban interface zones. The campus has significant initiatives in environmental studies, ecological research in the sciences, and indigenous studies, as well as being home to the Okanagan Sustainability Institute. The Faculty of Creative and Critical Studies brings together creative and critical disciplines and offers opportunities for interdisciplinary studies at the graduate and undergraduate levels. Among several initiatives will be sustainability-related research projects, the Faculty houses Lake Publishing, the Centre for Indigenous Media Arts, all of which engage in sustainability research. We are looking for a scholar or scholar-practitioner with a distinguished record of accomplishment related to cultural and environmental sustainability that can complement current work being done in the Faculty in the areas of ecocriticism, ecopoetics, community-based research, or new media. The successful applicant will supervise each undergraduate and graduate courses in one or more of our program areas (English, French, Spanish, German, Japanese, Art History, Cultural Studies, Creative Writing, Visual Arts and New Media, or Interdisciplinary Performance) as well as develop new curriculum in his/her area of expertise. The successful candidate will be willing to work with researchers across the campus and within the Faculty on sustainability-focused projects. The applicant's

research may be rooted in either creative practice or critical scholarship, but that research should ideally complement and extend the capacity of faculty and graduate students in both areas. We will welcome applications from scholars or scholar-artists who demonstrate an engagement with indigenous epistemologies. Minimum requirements are the terminal degree in the individual's discipline, either a PhD or an MFA degree. The individual should have post-secondary teaching experience and a significant reputation in scholarly research and/or research-creation. The successful candidate will contribute to the development of a growing graduate program and be interested in working in an interdisciplinary and multi-disciplinary environment. Candidates must include with their letter of application: 1. curriculum vitae; 2. a portfolio of examples of recent scholarly publications and creative work. Applicants should also arrange to have at least three confidential letters of reference sent to the email address below. Teaching evaluations and samples of student work would be useful to the committee. Please send letters of application, CV, portfolios, and reference letters electronically to: recruitment@facc.ubc.ca; Faculty of Creative and Critical Studies, FHN 323, University of British Columbia, Okanagan Campus, 3333 University Way, Kelowna, BC V1V 1V7. For any inquiries, please contact Nancy Holmes, Associate Dean of Research and Graduate Studies, at 250-807-9369 or nancy.holmes@ubc.ca. Review of applications will start on November 1, 2012. All positions are subject to funding. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Government regulations require that Canadians and permanent residents of Canada will be given priority.



SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

TENURE TRACK POSITIONS BEEDIE SCHOOL OF BUSINESS

The Beedie School of Business at Simon Fraser University in Metro Vancouver, British Columbia seeks outstanding candidates for four tenure track positions, one in Finance (Rank: assistant or associate professor), one in Accounting (Rank: assistant professor) and one in HRM and the other in HRM/OB/OD/OMT/ONE (Rank: one position at assistant level; the other is open). The successful candidates will have research in the areas of global wealth management/ risk management (finance), sustainability or corporate governance (accounting), and HRM and HRM/OB/OD/OMT/ONE (research in one of Beedies' four themes preferred).

For all four positions the candidate must have a strong research record and demonstrated teaching competency at the undergraduate, graduate and executive levels, and leadership abilities. Ph.D. is required although ABD near completion will be considered.

The Beedie School of Business is recognized as a top 100 ranked research school, is accredited by both AACSB and EQUIS, and is signatory to Principles for Responsible Management Education. We have programs at the Undergraduate, Masters, Ph.D. and Executive levels, including Canada's first Executive MBA program. The school is the recent recipient of a record-setting \$22 million gift from alumnus Ryan Beedie and his father Keith. The donation will bolster the faculty's already strong position as a global leader in research.

With three award-winning British Columbia campuses located in Burnaby, Surrey and downtown Vancouver, Simon Fraser University offers a strong research environment in a dynamic Pacific Rim setting that is ranked by the Economist Intelligence Unit as the world's most livable city. For further details about the Beedie School of Business, visit our website at www.beedie.sfu.ca/.

For further details regarding these tenure-track positions see the following web site: www.sfu.ca/vpacademic/faculty_openings/Beedie_School_of_Business.html

Send curriculum vitae, teaching and research statements and recent teaching evaluations (in separate electronic files, pdf preferred) to chair_busappts@sfu.ca (please use only this email address) and three signed letters of reference (printed, originals required) to:

Chair of the Appointments Committee
Beedie School of Business, Simon Fraser University
8888 University Drive, Burnaby, British Columbia Canada V5A 1S6

Search closes September 30, 2012 or when positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. All positions are subject to budgetary approval. Under the authority of the University Act, personal information required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.



SCHOOL OF SOCIAL WORK

Assistant Professor Social Work

REFERENCE # SOWK-2012-001

Applications are invited for a tenure-track faculty position at the rank of Assistant Professor subject to budgetary approval. Normally, the preferred candidate will have an MSW and a PhD in social work or a related discipline as well as social work experience. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree).

Assets for the position include, but are not limited to: a publication record and a clearly articulated program of future research; expertise in teaching social work; substantial social work practice experience; and a demonstrated ability to work collaboratively with a wide range of communities. Memorial's School of Social Work is committed to the University's goals of internationalization, as well as to its recognition of our special obligation to the people of Newfoundland and Labrador. Persons in all social work substantive areas are encouraged to apply, particularly those working on topics or with populations that are traditionally marginalized. This includes: child welfare, community and rural development, gerontology, mental health, and poverty. Areas of expertise of particular interest include Aboriginal knowledge and practices, clinical group work, critical disability studies, and immigration and/or refugee experiences. Knowledge of anti-colonialism and critical race theory would be an asset.

Memorial's School of Social Work values diversity, social justice, and academic integrity. The School's programs prepare students for ethical, competent, innovative, and effective practice. The undergraduate curriculum is distinguished by its emphasis on general practice in urban, rural, and remote communities. Innovative full-time and part-time programs at the MSW and PhD levels prepare graduates for leadership in social work education, research, and practice. In all its programs, including distance delivery, the School promotes a stimulating and challenging learning environment that advances social work education, scholarship, research, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association for Social Work Education (CASWE). The School's mission, distinctive features, and leadership capacity is supported by a growing, diverse, and collegial faculty. Further information about the School of Social Work and Memorial University is available at: <http://www.mun.ca/socwrk/home/>.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to approximately 18,000 students, Memorial provides a distinctive, stimulating, and fun environment for learning. St. John's is a friendly city with great historic charm, and a vibrant cultural life. It is nestled within striking landscapes and offers a wide range of outdoor activities.

Applications should include: (1) A letter of application; (2) A current curriculum vitae; (3) A statement outlining scholarly achievement, teaching excellence and research interests; (4) Evidence of content expertise and teaching effectiveness that may include sample course outlines and teaching evaluations; (5) A statement of teaching philosophy and interests; (6) Samples of scholarship or professional writing; and (7) Names and contact information of three current referees.

Applications will be addressed to:
Dean, School of Social Work
Memorial University of Newfoundland
St. John's, Newfoundland and Labrador, A1C 5S7
Tel: 709-864-8044 / Fax: 709-864-3503

Closing date for applications is November 15, 2012.
Our goal is to fill this position as soon as possible.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people, and persons with disabilities.



a place of mind

Director, Midwifery Program Department of Family Practice

The UBC Midwifery Program in the Department of Family Practice at the University of British Columbia invites applications and nominations for the position of Director, Midwifery Program, in Vancouver, BC.

The successful candidate will have a distinguished record in higher education, scholarship and clinical practice, and a commitment to midwifery education and research. The Director will have proven skills in leadership, administration, communication, consensus building, and advocacy. The Director will be a midwife who holds a PhD (preferred) and is eligible for registration as a midwife in British Columbia. It is anticipated that the successful candidate will qualify for and be eligible for an appointment at the rank of Associate Professor or Professor with tenure.

The anticipated start date is January 1, 2013 or upon a date to be mutually agreed.
For further information contact:
Elaine Carty, Interim Director, UBC Midwifery Program at elaine.carty@midwifery.ubc.ca

Applications, accompanied by a detailed curriculum vitae, a letter stating teaching/research/clinical interests, a teaching dossier, and names of four references should be directed to:
Dr. Martin Dawes
Department of Family Practice, University of British Columbia
#320 - 5950 University Boulevard, Vancouver, BC V6T 1Z3
E-mail: Marjit.dosanji@familymed.ubc.ca

Review of the applications will begin on July 1, 2012 and will continue until the position is filled.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. However, Canadian and permanent residents of Canada will be given priority.

CAREERS CARRIÈRES



CONCORDIA UNIVERSITY'S REPUTATION AS ONE OF CANADA'S MOST DYNAMIC AND innovative universities has its roots in over 180 years of pursuing academic excellence and student success.

This tradition of individual empowerment, discovery and leadership-building was developed by the university's founding institutions—Loyola College and Sir George Williams University—and continues to advance new expressions with local, national and global relevance.

The vibrancy of the Concordia community mirrors and grows out of its urban and multicultural environment in the heart of Montreal. This openness to the world and to new ideas inspires the university to develop an international approach to learning, research and social responsibility.

FACULTY OF ARTS AND SCIENCE

Home to 27 departments, colleges, schools and institutes, the Faculty of Arts and Science is leading Concordia University to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, the humanities, and the social sciences, the Faculty invites applications for the tenure-track positions listed below. **Please send your application to the appropriate departmental contact at Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC, H3G 1M8.** Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact.

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2013. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should be a PhD. Review of applications will begin immediately and will continue until the positions are filled. **All applications should reach departments no later than November 1, 2012.** All inquiries about specific positions should be directed to the appropriate departmental contact. For additional information, please visit our website at artsandscience.concordia.ca.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

APPLIED HUMAN SCIENCES

The Department of Applied Human Sciences invites applications for one tenure track position in **Family Relations/Family Studies**. This position would contribute teaching and scholarship in the new BA program in Family Relations. The desired candidate would have completed a doctorate in a relevant Social Sciences discipline with a research portfolio which focuses on family relations and family studies. The Department is looking for both research and professional experiences working with families. Certification in Family Life Education would be an asset but eligibility for certification is a requirement. The candidate will be required to teach courses in Parent-Child Relations, Family Systems Theory, Family Life Education and supervise internships in settings working with families.

Dr. Lisa Ostiguy, Chair,
Department of Applied Human Sciences
chair.ahsc@concordia.ca :: ahsc.concordia.ca

BIOLOGY

We invite applications for a tenure track position in any area of **Community and Ecosystem Ecology**. The successful candidate will have a PhD and postdoctoral experience, and he/she is expected to establish an active, externally-funded research program, to supervise graduate students, to teach an undergraduate course in community ecology, and to contribute to the teaching of other undergraduate and graduate courses. The ability to teach undergraduate or graduate courses in biostatistics would be an asset. Concordia's Department of Biology has research programs in ecology and population biology as well as cellular, genomic and molecular biology.

Dr. Patrick Gulick, Chair,
Department of Biology
patrick.gulick@concordia.ca :: biology.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry invites applications for one **Tier 1 Canada Research Chair (CRC) in Environmental Biochemistry**. For details, please see ad in this issue or visit artsandscience.concordia.ca.

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for one tenure track position in **Information and Communications Technologies Policy**. We are seeking a scholar who is working in two or more of the following areas: telecommunications policy; internet governance; political

economy of ICT industries; social uses of ICTs; targeted policy issues including privacy, copyright, and intellectual property; international ICT policy. Knowledge of Canadian media policy is highly desirable. Graduate supervision, particularly at the doctoral level, is an asset. Only short-listed candidates will be contacted. **No email applications accepted.**

Prof. Rae Staseson, Chair,
Department of Communication Studies
Rae.Staseson@concordia.ca :: comm.concordia.ca

GEOGRAPHY, PLANNING AND ENVIRONMENT

The Department of Geography, Planning and Environment invites applications for a tenure-track position in **Environmental Justice**. The Department defines environmental justice quite broadly and encourages applications from those working on critical environmental studies in urban and/or rural settings. The research specialization may include gender perspectives, environmental law, environmental risk assessment, community organization in relation to environmental change, food security, urban health and well-being, demography, limits to growth, or resource management. The successful applicant will be expected to play a major role in two recently developed and rapidly-growing graduate programs in Environmental Assessment. A PhD or ABD is required.

Dr. David Greene, Chair,
Department of Geography, Planning and Environment
greene@olcar.concordia.ca :: gpe.concordia.ca

JOURNALISM

The Department of Journalism invites applications for a tenure track position in **Photojournalism**. The desired candidate would have at least five years of journalism experience, a profile in still photography (including expertise in lighting), and proficiency with multi-platform applications (including video and sound recording). The successful candidate would play a major role in developing our proposed new Diploma program in photojournalism and would also teach undergraduate students. Applicants must have an MA in journalism or a related field.

Professor Linda Kay, Chair,
Department of Journalism
ldmckay@gmail.com :: journalism.concordia.ca

POLITICAL SCIENCE

The Department of Political Science is seeking applications for a tenure-track appointment in **Public Policy and Public Administration**. Applicants must have a PhD or be near completion of a doctoral degree in public policy and/or public administration. While the area of specialization is open, research and teaching experience in the area of public governance is an asset. The successful candidate will be expected to teach a core graduate course in theories of public policy, as well as graduate and undergraduate courses in Canadian public policy/administration.

Dr. Csaba Nikolenyi, Chair,
Department of Political Science
csaba.nikolenyi@concordia.ca :: politicalscience.concordia.ca

PSYCHOLOGY

The Department of Psychology invites applications for a tenure-track position in **Human Lifespan Development**. The department is especially interested in candidates who have innovative research programs in the areas of socialization or social developmental neuroscience during middle childhood. The candidate will be expected to (a) complement current strengths in the department in the areas of social and cognitive development across the life span, (b) have strong statistical and methodological skills, and (c) have a focus on successful development.

Dr. Jean-Roch Laurence, Chair,
Department of Psychology
psychar@olcar.concordia.ca :: psychology.concordia.ca

SCHOOL OF CANADIAN IRISH STUDIES

The School of Canadian Irish Studies invites applications for a tenure-track position in **Irish Performance Studies**. The ideal candidate will have proven expertise in Irish theatre, film, and/or other domains of performance studies. She/he may also have a

demonstrable profile in performance practice or research—creation, and in engaging student, community, and/or popular audiences. The candidate must have a completed PhD or equivalent, a multidisciplinary approach to his/her own field and to Irish Studies as a whole, a strong publication record, and evidence of teaching excellence. Administrative experience and community outreach are additional assets.

Dr. Michael Kennelly, Principal
School of Canadian Irish Studies
michael.kennelly@concordia.ca :: cdnirish.concordia.ca

SCHOOL OF COMMUNITY AND PUBLIC AFFAIRS

The School of Community and Public Affairs invites applications for the position of **Principal, School of Community and Public Affairs**. For details, please see ad in this issue or visit artsandscience.concordia.ca.

SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for a tenure track Sociology position in the area of **Social Justice and Populations at Risk**. The department is interested in candidates whose work concerns the institutional and organizational dynamics of the production, distribution, and management of risk positions and logics in society and in candidates interested in policy. This position will support our new PhD program's focus on justice and Social Ethics. Strength in sociological methods and theory as well as knowledge of French are assets. A PhD in Sociology or a related discipline is required at time of appointment.

Dr. Christine Jourdan, Chair & Professor
Department of Sociology and Anthropology
chair.socanth.fas@concordia.ca :: socanth.concordia.ca

FACULTY OF ENGINEERING AND COMPUTER SCIENCE

The Faculty of Engineering and Computer Science is one of Canada's major engineering schools, offering a wide array of exciting programs, courses and cutting-edge research opportunities in a dynamic setting equipped with state-of-the-art facilities.

Applications are invited for the following full-time, tenure-track faculty positions at the assistant or associate professor level. Applicants are expected to demonstrate a strong commitment to supervision of MSc and PhD students and to excellence in teaching at both the graduate and undergraduate levels. They must conduct independent scholarly research and attract strong external funding.

Applications should consist of detailed curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees. Relevant industrial experience is an asset. Excellent communication skills are required. Knowledge of French is an asset but not essential for an academic career at Concordia. Membership or eligibility for membership in a Canadian professional engineering association, preferably in the province of Quebec, is required.

Review of the applications begin immediately and continue until the positions are filled. Electronic applications are preferred and should be sent to the appropriate department contact by email no later than November 1, 2012. Only short-listed applicants are notified. Appointments are expected to commence in the summer of 2013.

For additional information on the Faculty and further details on these postings, visit www.ence.concordia.ca.

DEPARTMENT OF BUILDING, CIVIL AND ENVIRONMENTAL ENGINEERING

Building Engineering

Applications are invited for one position in the area of Building Operation Dynamics and Building-integrated Renewables. Applicants must possess expertise and research interest in one or more of the following areas: building operation dynamics; smart building systems and building-integrated solar systems; building simulation and full scale building studies. The successful candidate must hold a PhD in Building Engineering or a related discipline.

Dr. M. Zaheeruddin, Chair
Department of Building, Civil and Environmental Engineering
zaher@bcee.concordia.ca :: www.bcee.concordia.ca

CAREERS CARRIÈRES

COMPUTER SCIENCE AND SOFTWARE ENGINEERING

Department Chair

Applications are invited for the position of Chair of the Department of Computer Science and Software Engineering. All applications are considered but the candidates of most interest are those with expertise and research interests in systems and networks, interactive systems, and embedded software systems. The successful candidate must hold a PhD in Computer Science, Software Engineering, or Computer Engineering and would be appointed at the rank of Associate Professor or Full Professor with tenure. We are looking for a dynamic personality with a strong background in both research and teaching who can respond to the opportunity of leading an active and varied group of 35 professors. The candidate must possess excellent communication and management skills. Relevant industrial experience is considered an asset. Since the Department has an undergraduate program accredited by the Canadian Engineering Accreditation Board, membership or eligibility for membership in a Canadian professional engineering association, preferably in the province of Quebec, is required.

Dr. Peter Grogono – Acting Chair
Department of Computer Sciences and Software Engineering
chair@cse.concordia.ca :: www.cse.concordia.ca

Computer Science or Software Engineering

Applications are invited for one tenure-track position in Computer Science or Software Engineering. All applications are considered but the candidates of most interest are those with expertise and research interests in systems and networks, interactive systems, and embedded software systems. Candidates must possess a PhD in Computer Science, Software Engineering, or Computer Engineering. A successful candidate is expected to provide academic leadership, establish a strong externally funded research program, and teach/develop both undergraduate and graduate courses in the department. Strong commitment to the supervision of graduate student research and to excellence in teaching is essential. Membership or eligibility for membership in a Canadian professional engineering association is required. The candidate must possess excellent communication skills. Relevant industrial experience is an asset.

Dr. Peter Grogono – Acting Chair
Department of Computer Sciences and Software Engineering
chair@cse.concordia.ca :: www.cse.concordia.ca

CONCORDIA INSTITUTE FOR INFORMATION SYSTEMS ENGINEERING

Network, Wireless and Mobility Security

Applications are invited for one tenure-track position in the area of Information Systems Security. Candidates must possess a strong expertise in one of the following: Network Security; Wireless and Mobile Security; Operating Systems Security; Application and Middleware Security; Malware Analysis and Cyber Forensics. Candidates must have demonstrated the potential to achieve international recognition through original and creative high-calibre research. Successful candidates are expected to be excellent emerging researchers with strong leadership capabilities. Applicants must hold a PhD degree in the area of Electrical and Computer Engineering or a related discipline.

Dr. M. Debbabi, Director
Concordia Institute for Information Systems Engineering
director@cise.concordia.ca :: www.cise.concordia.ca

FACULTY OF FINE ARTS

The Faculty of Fine Arts offers an unparalleled range of fine arts programs across nine departments and four research centres, a vibrant cross-disciplinary environment, and exceptional state-of-the-art facilities. We invite applications for the following tenure-track positions which should reach departments on or before November 1, 2012. Although classes are taught in English, fluency in French would be considered an asset.

ART HISTORY

We invite applications for one tenure-track position in the History of Architecture and the Built Environment. We are interested in art historians who can examine the history of architecture and built environments in North America across all historical periods, using new interdisciplinary perspectives that encompass such concerns as sustainability and work within global contexts. Expertise in the architectures of at least one other region of the world would be advantageous. Applicants should possess a completed PhD; teaching experience at the post-secondary level; a demonstrated ability to conduct and disseminate innovative research; and a record of administrative and committee service.

CONTEMPORARY DANCE

We invite applications for one tenure-track position in Contemporary Dance. We are seeking practising artists/scholars with teaching experience in the following areas: creative process in dance, technical training for contemporary dance and choreography as current artistic practice. The successful candidate will be expected to maintain a productive research/creation profile leading to external funding and/or collaborations in the professional milieu. Applicants should possess a completed MFA; relevant professional experience; demonstrated excellence in scholarship; teaching experience at the university level; and a record of administrative and committee service.

MEL HOPPENHEIM SCHOOL OF CINEMA

We invite applications for one Emerging (Tier 2) Canada Research Chair (CRC) in Visual Heritage and Digital Archives (Film Studies). We are seeking a scholar of cultural and film history, working at the intersection of old and new media technologies. Applicants will display promising and innovative investigations into the circulation, preservation and display of audio-visual cultures and their material remnants, and consider the challenges and opportunities presented by new technologies in understanding past and present audio-visual phenomena. The successful candidate must be within 10 years of receiving their PhD and will have an outstanding record of research and publication in a relevant field; demonstrated ability to foster sizeable interdisciplinary initiatives; attract and mentor excellent graduate students; and secure external funding.

MUSIC

We invite applications for one tenure-track position in Electroacoustic Studies. Preferred candidates should demonstrate expertise in the area of electroacoustic ear training and practice and have an active research/creation profile in the domain of live, interactive, and/or mixed performance; an excellent knowledge of current trends in relevant software and hardware developments; and evidence of artistic endeavours in the field. We are looking for an excellent teacher with very broad interests encompassing creative, conceptual, technological, historical and future-oriented issues. Applicants should possess a completed PhD; teaching experience at the post-secondary level; a demonstrated ability to conduct and disseminate innovative research; and a record of administrative and committee service.

STUDIO ARTS

We invite applications for one tenure-track position in Print Media. We are seeking candidates with a strong contemporary print art practice as well as extensive critical/theoretical background and contemporary understanding of traditional and extended print practices. The candidate's portfolio, professional and teaching experience should demonstrate expertise in traditional and photo-digital intaglio processes and in two or more other print areas including UV screen printing, digital print media, relief, book arts and/or direct and offset lithography. Applicants should have a completed MFA; a strong exhibition record; university teaching experience; demonstrated knowledge of print history and theory; and a record of administrative and committee service.

INTERDISCIPLINARY STUDIES

We invite applications for one tenure-track position in Interdisciplinary Studies in the Visual and Performing Arts. We are interested in scholars who can examine the history of the visual and performing arts in Canada using new interdisciplinary perspectives and are committed to fostering critical thinking that animate and inform production across fine arts disciplines. Applicants should possess a completed PhD; teaching experience at the post-secondary level including a demonstrated ability to develop, coordinate and teach large lecture courses that integrate active learning and development of reading and writing skills across the curriculum; an ability to conduct and disseminate innovative research; and a record of administrative and committee service.

Please consult our website for further information and application instructions for each position:
finearts.concordia.ca/officeofthedeansjobpostings

JOHN MOLSON SCHOOL OF BUSINESS

The John Molson School of Business at Concordia University is seeking qualified applicants for tenure-track and visiting positions starting July 1, 2013. Positions are available in the following areas: Accounting and Management. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience. Qualifications are as follows: Applicants for visiting appointments require a PhD degree, and a strong record of research and teaching. Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research.

Concordia University is located in downtown Montreal and offers a multicultural urban environment, strong ties with the business community, and a collegial research environment.

JMSB is one of the largest business schools in Canada, and has been AACSB accredited since 1997. It has five departments, ten research centres, 9,000 students and over 38,000 alumni worldwide. It offers programs at the undergraduate, graduate and PhD levels. More information about the school can be found at <http://johnmolson.concordia.ca>

ACCOUNTANCY

The Department of Accountancy, invites applications for two probationary (tenure-track) positions at the rank of assistant professor to begin July 1, 2013.

Qualifications are a PhD degree in accounting (completed or near completion) as well as a strong research and teaching record. Principal duties include a commitment to research and publication, and to teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation.

The department offers a major in accounting as well as courses in core of the JMSB undergraduate program. It also offers courses in the MBA program, preparatory programs for professional accounting and a PhD program.

Please send your application package (cover letter, CV, statement of research interest and teaching philosophy, teaching evaluations, official PhD transcript, working papers, and three sealed reference letters) as soon as possible but no later than January 15, 2013. Review of applications will begin upon receipt and will continue until the closing date.

Dr. Charles Draiann, Chair
Department of Accountancy
draiann@msb.concordia.ca

MANAGEMENT

Concordia University invites applications for a probationary (tenure-track) Assistant Professor in Organizational Behaviour/ Human Resource Management (OB/HRM) to begin July 2013, pending budgetary approval. This position is located in the Management Department of the John Molson School of Business (JMSB).

The Management Department is home to 35 full-time professors and covers the following areas: Corporate Social Responsibility, Entrepreneurship, Human Resource Management, Organizational Behaviour, and Strategic Management. The language of instruction is English.

Requirements for the position: Qualifications include a PhD in Organizational Behaviour, Human Resource Management or in a relevant discipline. Applicants with a specialized interest in statistics and research methodology are particularly welcomed. Applicants should have a solid track-record (or show promise) of publishing high-quality and insightful research in leading journals in Management and OB/HRM. The successful candidate will be expected to teach the capstone course in OB or HR and a course in quantitative research methodology.

Rank and salary are commensurate with qualifications. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

Application procedure: Qualified candidates should forward statements of teaching and research interests, vita, teaching evaluations (if available) and three letters of reference by email to Professor Linda Dyer at dyer@msb.concordia.ca no later than September 15, 2012. The subject line of your email should read 'OB/HRM Position'.

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2013. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled.

All inquiries about specific positions should be directed to the appropriate departmental contact.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



www.concordia.ca

CAREERS CARRIÈRES



YORK UNIVERSITY offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of 62,000 students, faculty and staff, as well as over 250,000 alumni worldwide. York's 11 faculties and 28 research centres are committed to providing an engaged learning and research environment that cuts across traditional academic boundaries.

yorku.ca/acadjobs



Schulich
School of Business
York University

Consistently ranked in the top tier of the world's best business schools and #1 in Canada, the Schulich School of Business is known for its global reach, innovative programming and the diversity of its student body, faculty and staff.

Schulich enrolls some 3,000 students in undergraduate, graduate and postgraduate business degree programs leading to careers in the private, public and not-for-profit sectors. Located in Toronto, Canada, the School's multimillion-dollar, award-winning complex is on York University's main campus. Schulich's downtown Mils S. Nadal Management Centre is situated in the heart of the city's financial district.

The School has pioneered unique offerings in areas such as financial engineering, financial services, real property, business and sustainability, health industry management and global mining management. In addition, it launched Canada's first comprehensive degrees leading to careers in international business – the International MBA (IMBA) and the International BBA (IBBA). The Kellogg-Schulich EMBA, established in partnership with Northwestern University's Kellogg School of Management, is North America's first cross-border Executive MBA. Each year, the Schulich Executive Education Centre provides executive development programs to more than 10,000 executives in Canada and abroad.

As Canada's Global Business School™, Schulich has strategic linkages in more than 80 countries around the world, including academic exchange partnerships with leading international management schools. The School has International Satellite Centres in Beijing and Shanghai, China; Mumbai, India; Seoul, South Korea; Moscow, Russia; Mexico City, Mexico; and São Paulo, Brazil, to support initiatives related to recruitment, executive education, career development, alumni relations and media relations.

Schulich faculty have earned global recognition for their research in such fields as finance, strategy, marketing, business and sustainability, organizational behaviour and international business.

The Schulich School of Business invites applications for tenure-stream positions, effective July 1, 2013. All positions are subject to budgetary approval. Salary and benefits are competitive. Successful candidates should be eligible for prompt appointment to the Faculty of Graduate Studies. The application deadline date for completed applications is indicated in each position description. Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing at: York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.

Schulich School of Business TENURE-STREAM POSITIONS

Financial or Management Accounting

Applications are invited for a tenure-stream position in Financial Accounting or Management Accounting at the Senior Assistant, Associate or Full Professor level. The preferred candidate will have: a completed doctorate in Accounting or a related area; demonstrated significant contributions to empirical financial or management accounting research in top-tier journals; a track record of publications in top-tier journals; evidence of an ongoing research program with potential for further publications in top-tier journals; a leadership position within academic accounting research for the Full Professor position; a willingness and demonstrated ability to supervise masters and/or doctoral students; evidence of effective teaching.

Applicants should submit an application letter, a curriculum vitae, samples of research papers, names and addresses of three referees and information regarding teaching, by **January 31, 2013**, to: **Dr. Amin Mawani, Chair of the Financial Accounting Search Committee, Schulich School of Business.** E-mail: amawani@schulich.yorku.ca.

Finance

Applications are invited for a tenure-stream faculty position in Finance at the rank of Assistant Professor in all areas of finance. Preferred candidates will: possess, or be near completion of, a PhD; have either demonstrated excellence in research and teaching or potential for high-quality research and teaching; have evidence of an ongoing research program with potential for publications in high-quality, refereed journals; have demonstrated ability or excellent potential to teach in PhD, MBA and undergraduate programs; have a willingness to supervise doctoral students.

Applicants should submit an application letter, a curriculum vitae, three letters of reference, examples of research and information on teaching performance, by **December 15, 2012**, to: **Kee-Hong Bae, Chair, Finance Area Hiring Committee, Schulich School of Business.** E-mail: financecrucruiting@schulich.yorku.ca. Electronic applications preferred.

Business Analytics/ Big Data in the areas of Information Systems and/or Operations Management

Applications are invited from candidates with outstanding potential for research and scholarship in Information Systems and/or Operations Management, for a tenure-track position at the rank of Assistant or Associate Professor. Applicants should be able to proficiently analyze the increasingly large public and private datasets that support managerial decision-making. Preference will be given to candidates who demonstrate

the ability to effectively communicate Business Analytics and Big Data issues and opportunities to managerial audiences. In addition, preferred candidates will have: a PhD in either Operations Management or Information Systems; a research focus in Business Analytics/Big Data; demonstrated potential for outstanding research and scholarship, as evidenced by publication or late-round revisions in top-tier journals relevant to Information Systems and/or Operations Management; demonstrated evidence of teaching effectiveness, preferably at all levels from undergraduate to graduate.

Applicants should e-mail an application letter, a curriculum vitae, samples of research papers, names and addresses of three referees and information regarding teaching, by **December 31, 2012**, to: **Professor Wade Cook, Area Coordinator, Operations Management and Information Systems, Schulich School of Business,** at omis-hire-2012@schulich.yorku.ca.

Chair in Business Analytics/ Big Data in the areas of Information Systems and/or Operations Management

Applications are invited from outstanding scholars for a Chair in Information Systems or Operations Management at the rank of Senior Associate or Full Professor. Applicants should be able to proficiently analyze the increasingly large public and private datasets which support managerial decision-making. Preference will be given to candidates with an international focus and who demonstrate the ability to effectively communicate Business Analytics and Big Data issues and opportunities to managerial audiences. In addition, preferred candidates will have: a PhD in either Operations Management or Information Systems; a research focus in Business Analytics/Big Data; a proven track record of scholarship and leadership in Information Systems or Operations Management; an outstanding and ongoing program of academic research and publishing in top-tier journals relevant to Information Systems or Operations Management, e.g., *Management Science*, *Information Systems Research*, *MIS Quarterly*, *Production and Operations Management*, *Journal of Operations Management*, and *Operations Research*, as well as top-tier journals of other management fields; a willingness and ability to take a leadership role in the doctoral program; previous experience in teaching doctoral-level courses and advising and supervising doctoral students; demonstrated evidence of teaching effectiveness, preferably at all levels from undergraduate to graduate. In addition, industry experience is highly desirable.

Applicants should e-mail an application letter, curriculum vitae, samples of research papers, names and addresses of three referees, and information regarding teaching, by **December 31, 2012**, to: **Professor Wade Cook, Area Coordinator, Operations Management and Information Systems, Schulich School of Business,** at omis-hire-2012@schulich.yorku.ca.

CAREERS CARRIÈRES

Chair in Organization Studies

Applications are invited from outstanding scholars to fill a Chair in Organization Studies at the rank of Senior Associate or Full Professor. Applicants should have an international focus with research at the micro- or meso-level. The micro/ meso research interests of faculty in the Organization Studies area include organizational justice, negotiation, teams and groups, organizational behavior, CSR, mining, and eliminating extreme poverty around the world. Preferred candidates for the Chair position will have: a doctorate in Organization Studies or a related field; an outstanding record of high-quality research, published in top journals; a leadership record within Organization Studies as marked by theoretical innovation, citations counts, grants and other recognition such as editorial positions; strong evidence of teaching effectiveness and a willingness to work with students at all levels, including in particular the supervision of doctoral students.

Applicants should submit a letter of application, a curriculum vitae, three letters of reference, examples of research, and information regarding teaching performance, by **January 31, 2013**, to: **Professor Chris Bell, Area Coordinator, Organization Studies, Schulich School of Business, Room N303E. E-mail: cbell@schulich.yorku.ca.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

yorku.ca/acadjobs



Research Positions Wireless Communications Electrical & Computer Engineering

Research positions at the **Research Assistant/Associate level in Wireless Communications** are available for suitable candidates.

While all applicants in this field will be considered, the project topic is in the area of **Broadband Multiple-Antenna Design for Wireless Communications**, and priority will be given to applicants with strong experience in *antenna design, implementation and measurement*.

Qualifications include an M.A.Sc. or Ph.D. in Electrical and Computer Engineering, a strong publication record, excellent communication skills, experience in antenna design, computer simulations using advanced antenna design tools.

Starting salary \$45,000 per year (negotiable), plus McGill benefits. Appointment Duration: 1 year initial, renewable.

Please apply by sending an e-mail to tho.le-ngoc@mcgill.ca describing your background, and attaching a CV as well as 3 publications that demonstrate experience relevant to the project. After initial screening, other documents may be required.

Position Begins: Oct. 1, 2012
Closing Date: **Sept. 15, 2012**

In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. However, all qualified individuals are encouraged to apply. McGill University is committed to equity in employment.



RYERSON
UNIVERSITY

Everyone Makes a Mark

Provost and Vice President Academic

Ryerson University invites applications and nominations for the position of Provost and Vice President Academic.

Located in downtown Toronto, Canada, Ryerson University is known for its career-driven undergraduate and graduate studies; innovative niche programs; scholarship, research and creative activity with a direct impact on current issues; far-ranging partnerships; and a declared role as a city-builder and innovator. The University is proactively dedicated to advancing equity, diversity and inclusion in all of its activities.

Ryerson is an academic community of more than 28,000 undergraduate students, 1,950 master's and 370 PhD students, 7,600 continuing education students, 89D international students, 76D tenure-stream faculty, 4D limited-term faculty, 22D FTE sessional instructors and 1,13D FTE staff; 180 tenure-stream faculty have been hired within the last seven years. With a mission to serve societal needs, and a commitment to engaging its community, Ryerson offers more than 100 academic programs, including 53 at the graduate level. Graduate Studies has more than doubled over the last five years. Externally funded research has also doubled in the past five years, to a current total of nearly \$30 million. Ryerson now ranks 30th among the top 50 research universities in Canada, a jump of nine positions in the past four years, and ranks first in publications growth for undergraduate universities. Ryerson is a leader in creative research, recognized with Gemini, Emmy, and Governor General's awards, and is Canada's leading provider of university-based adult education through The G. Raymond Chang School of Continuing Education. For further information, please visit www.ryerson.ca.

The Provost and Vice President Academic is the chief academic officer and the chief operating officer of the University, and provides leadership in academic policy, strategic planning, and the University budget process. The Provost works closely with, and provides leadership to, a University-wide team, including the Vice Provost Academic, Vice Provost Faculty Affairs, Vice Provost Student Affairs, Assistant Vice President and Vice Provost Equity, Diversity and Inclusion, Vice Provost University Planning, the Deans of the six Faculties, the Dean of The Yeates School of Graduate Studies, the

Dean of The G. Raymond Chang School of Continuing Education, the Chief Librarian, the Secretary of Senate, the Director of the Ryerson Image Centre, and the Executive Director of Innovation Technology Solutions and the Digital Media Zone. Building on the University's current momentum and a trajectory of accomplishments, the Provost will lead and support the continuing strategic development of distinction in teaching, scholarship, research and creative activity, graduate studies, international collaboration, entrepreneurial opportunities for students, city-building initiatives and leading partnerships. For further information, please visit www.ryerson.ca/provost.

The successful candidate will be a recognized scholar with a demonstrated breadth of academic administrative leadership, proven ability to work collegially and creatively to advance and articulate Ryerson's strengths and direction, and a dedicated concern for the quality of the student experience on a diverse urban campus. The position requires the vision to advance both traditional disciplines and entrepreneurial education, and the energy to join a university experiencing dynamic growth as its ambassador and spokesperson. The appointment will ideally commence as early in 2013 as possible, but may commence later at a mutually agreed time.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in September. Please respond, or nominate candidates in confidence, to the address below.

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YORK UNIVERSITY offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of 62,000 students, faculty and staff, as well as over 250,000 alumni worldwide. York's 11 Faculties and 20 research centres are committed to providing an engaged learning and research environment that cuts across traditional academic boundaries.

"A renewed faculty complement dedicated to teaching, research, and university citizenship" is one of the five strategic goals orienting the newly-adopted Strategic Planning Framework of the Faculty of Liberal Arts & Professional Studies (LA&PS). These 17 tenure-stream positions are the first step toward achieving that goal. They mark out a focused array of directions: the revival of the Faculty's historical core strengths; the strengthening of our distinctive and distinguished interdisciplinary programs; the support of our professional programs; and the inception of new initiatives.

Larger than many universities in Canada, York's Faculty of Liberal Arts & Professional Studies offers 59 undergraduate and 23 graduate programs, taught by over 1,250 full- and part-time faculty who engage with some 25,000 undergraduate and 1,800 graduate students. Within its 25 academic units, LA&PS brings together Canada's most comprehensive group of disciplinary and interdisciplinary academic programs and researchers in social sciences, humanities, and related professional programs.

The start date for all positions is July 1, 2013. The application deadline varies with the positions - please consult the individual advertisements. The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies. Salaries will be commensurate with qualifications and experience. All York University positions are subject to budgetary approval. For full position details and contact information, you can also visit www.yorku.ca/acadjobs.

Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing at Faculty of Liberal Arts & Professional Studies, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3.

yorku.ca/acadjobs

Faculty of Liberal Arts & Professional Studies

TENURE-STREAM APPOINTMENTS

J. Richard Shiff Chair for the Study of Canadian Jewry

Applications are invited for the J. Richard Shiff Chair for the Study of Canadian Jewry. J. Richard Shiff QC, an alumnus of Osgoode Hall Law School, was a prominent businessman, teacher and philanthropist. Founded in 1997 by a generous donation from the Shiff family, the Shiff Chair for the Study of Canadian Jewry was established to support excellence in teaching and research in Jewish Canadian Studies, and to act as a liaison between the academic world and the rest of the community in order to promote greater recognition of the importance of the Jewish experience in the larger Canadian context.

The Faculty seeks a scholar with expertise in an area of Canadian Jewish Studies, who will be responsible for teaching two full-year courses (or their equivalent) and the delivery of annual academic and public lectures. The holder of the Chair will join the Israel and Golda Koschitzky Centre for Jewish Studies as well as an appropriate academic department within the Faculty. The Koschitzky Centre for Jewish Studies is world renowned for excellence in Jewish education, modern Jewish studies, Jewish history, philosophy, sociology, languages, literature and religion. While we anticipate an appointment at the rank of Assistant Professor, the rank for the Shiff Chair is open. Applicants should have demonstrated strengths in research in one of the Centre's areas of expertise, evidenced by a strong record of publication and research. A PhD is required at the time of appointment and preference will be given to applicants with experience supervising graduate students. We seek an individual who will pursue a vigorous research program in an interdisciplinary environment and can demonstrate a commitment to high-quality undergraduate and graduate teaching.

Candidates should submit a curriculum vitae and a statement of research interests and selected publications, and arrange to have three letters of reference sent directly, by **October 30, 2012**, to: **Patricia Burke Wood, Associate Dean, 5913 Ross Building**. Electronic applications will not be accepted.

Administrative Studies (2 positions)

Management

Applications are invited for a position in Management at the rank of Assistant Professor, with responsibility for introductory management courses and oversight of the first-year undergraduate experience, especially the development of critical thinking and communication skills. A PhD (or near completion) in Management or a related area is required. Applicants must have an active research program in the area and demonstrate excellence, or the promise of excellence, in both scholarly research and teaching. Preference will be given to candidates who are familiar with Canadian business in a global context, as well as sustainability and corporate social responsibility in business education.

Finance

Applications are invited for a position in Personal Financial Planning at the rank of Assistant Professor. A PhD (or near completion) in Personal Finance, Consumer Economics, Finance, Economics, or a closely related field is required. Applicants must have an active research program and demonstrate excellence, or the promise of excellence, in both teaching and scholarly research. The School's personal financial planning program is certified by the Financial Planning Standards Council for students seeking to write the CFP exams. Preference will be given to those with a CFP or CFA designation, and to those who have university teaching experience.

Candidates should submit a signed letter of application (indicating the position for which they are applying), an up-to-date curriculum vitae, a statement of specific teaching and research interests, summaries of teaching evaluations (if available), and the names of three referees, and arrange for letters of reference to be sent directly, by **October 30, 2012**, to: **Professor Peggy Ng, Director, School of Administrative Studies, 223 Atkinson**.

Communication Studies

Applications are invited for a position in Critical Communication Studies at the rank of Assistant Professor. A PhD in a relevant discipline is required. Applicants must have an active research program in the area

and demonstrate excellence, or the promise of excellence, in scholarly publication in the field of communication studies. Applicants must also demonstrate a commitment to excellence in undergraduate teaching at all levels, in an interdisciplinary context. Preference will be given to those with expertise in one or more of: global communication, communication policy, digital capitalism or diasporic media. The successful candidate will be prepared to participate actively in the administration and development of the Department, and in the joint Graduate Program in Communication and Culture.

Candidates should submit a signed letter of application, an updated curriculum vitae and a writing sample, and have three confidential letters of reference sent directly, by **October 30, 2012**, to: **Professor Kevin Dowler, Chair, Department of Communication Studies, 3019 TEL Building**.

Economics (2 positions)

Macroeconomics

Applications are invited for a position in macroeconomics at the rank of Assistant Professor. A PhD in Economics (or near completion) is required. Applicants must have an active research program and demonstrate excellence, or the promise of excellence, in both research and teaching.

Empirical Microeconomics

Applications are invited for a position in Empirical Microeconomics at the rank of Assistant or Associate Professor. A PhD in Economics (or near completion) is required. Our preferred candidate will be a mid-career scholar with a strong publication record, and evidence of a commitment to teaching at all levels and to service. s/he will play an important leadership role in supporting the scholarship of a strong existing cohort of emerging and established empirical scholars, the continued development of a robust graduate program and the ongoing process of faculty renewal. More junior candidates who can demonstrate the promise of excellence in research, teaching and service are also strongly encouraged to apply.

Candidates should submit a signed letter of application (indicating the position for which they are applying), a curriculum vitae, a statement of research and teaching interests, teaching evaluations, and publications and/or copies of work in progress, and arrange for three letters of reference to be sent directly, by **October 30, 2012**, to: **Professor Barry Smith, Chair, Department of Economics, 1036 Vari Hall**.

History

Applications are invited for a position in the History of Early Modern Europe at the rank of Assistant Professor. Candidates' research and teaching should focus on continental Europe in the period from 1450 to 1750. Preference will be given to those whose research and teaching specialization lies in social and/or cultural history. Required qualifications include a completed PhD in History or a related discipline and an active program of research in the area of specialization. Candidates are expected to demonstrate excellence in teaching and in scholarly research and to have produced publications appropriate to their stage of career. Candidates should be prepared to teach a wide range of courses in early modern European history at all levels and to make a major contribution to the Graduate Program in History.

Candidates should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae, a sample of their scholarly writing (maximum 50 pages), and a teaching dossier, and arrange for three confidential letters of recommendation to be sent directly, by **October 30, 2012**, to: **Professor Jonathan Edmondson, Chair, Department of History, 2140 Vari Hall**.

Human Resource Management (2 positions)

Applications are invited for two positions in Human Resource Management at the rank of Assistant Professor. Applicants must have a PhD (or near completion) in Human Resource Management or a related area (with a defence date no later than July 1, 2013). Applicants must also have an active research program in Human Resource Management, and demonstrated excellence, or the promise of excellence, in teaching and research. The area of specialization is

CAREERS CARRIÈRES

open, although preference for one appointment will be in the area of Industrial Relations and/or Labour and Employment Law. Applicants should be prepared to teach a range of undergraduate courses and to contribute to the graduate program.

Candidates are requested to submit a letter of application with an up-to-date curriculum vitae and separate statements of research and teaching interests, and to arrange for three letters of reference to be sent directly, by **October 30, 2012**, to: **Professor Parbudy Singh, Director, School of Human Resource Management, 123 Atkinson.**

Humanities

Applications are invited for a position in Critical Digital Theory at the rank of Assistant Professor. Applicants are required to hold a PhD in a relevant area of the humanities and have an active, interdisciplinary research program in some aspect of digital culture and critical digital theory. Applicants are also required to demonstrate a commitment to excellence in interdisciplinary teaching. The successful candidate will be expected to contribute to several programs within the Department, including the General Education program and the Culture and Expression program. Applicants should be prepared to demonstrate how they could expand the curriculum, particularly in upper-level undergraduate courses.

Candidates should submit a curriculum vitae, a statement of teaching and research interests, one sample of scholarly writing, and a teaching dossier including institutional teaching evaluations (where available), and arrange for three confidential letters of reference to be sent directly, by **October 30, 2012**, to: **Professor Martin Lockshin, Chair, Department of Humanities, 206 Vanier.**

Languages, Literatures and Linguistics (2 positions)

Linguistics

Applications are invited for a position in Linguistics with a specialization in the area of language acquisition/psycholinguistics at the rank of Assistant Professor. A PhD in Linguistics is required. Applicants must have a strong research record and publications, and demonstrated excellence in teaching. Applicants should be prepared to teach a range of courses in language acquisition and psycholinguistics, and lower-level courses in syntax or phonology from a generative grammar perspective. The successful candidate will also be expected to contribute to the Graduate Program in Linguistics and Applied Linguistics.

English as a Second Language

Applications are invited for a position in English as a Second Language at the rank of Assistant Professor. Applicants must have a PhD in TESL, Second Language Education, Applied Linguistics or a related field, and a recognized, college- or university-administered TESL/TEFL diploma/certificate or the equivalent. Applicants must also have an active research program in a relevant area, evidenced by a record of recent publications and conference presentations. Applicants must demonstrate the promise of excellence in teaching. Experience teaching content-based ESL to university undergraduates, preferably in credit courses, is required; preference will be given to those with experience teaching graduate-level applied linguistics courses, ESL teacher preparation courses, and/or other related areas at the university level. The successful candidate is expected to participate in the Graduate Program in Linguistics and Applied Linguistics and in the TESOL Certificate Program.

Candidates should submit a signed letter of application (indicating the position for which they are applying), a curriculum vitae, samples of scholarly work and copies of student teaching evaluations, and arrange to have three letters of recommendation sent directly, by **October 30, 2012**, to: **Professor Pietro Giordano, Chair, Department of Languages, Literatures and Linguistics, Room 559, Ross Building.**
Note: E-mail applications will not be accepted.

Social Work

Applications are invited for a position in Social Work at the rank of Assistant Professor, effective July 1, 2013. Candidates must have a PhD (or near completion) in Social Work or a related discipline, and an active research program in Social Work. Preference will be given to candidates who also hold a BSW or MSW degree. Substantial practice experience in social work/policy is required, as is experience working with diverse and marginalized populations. The School is seeking candidates whose work focuses on one or more of the following areas: Aboriginal scholarship; critical social work; policy and social change; global justice. The successful applicant must demonstrate excellence, or the promise of excellence, in scholarly research, teaching, and service. The School of Social Work is committed to educating social workers in practices that further the goal of social justice. Candidates should be prepared to demonstrate a clear appreciation and understanding of the mission statement of the School, especially in the areas of critical perspectives and social justice. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies.

Candidates should submit, in hard copy, a letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, samples of published work, and teaching evaluations, and arrange for three letters of reference to be sent directly, by **October 30, 2012**, to: **Professor Barbara Heron, Director, School of Social Work, Room 587B, Ross Building.**

Social Science (2 positions)

Law & Society

Applications are invited for a position in the interdisciplinary Law & Society program at the rank of Assistant Professor. Applicants must have a PhD or equivalent and demonstrate a strong record of research achievement and publications in the interdisciplinary field of socio-legal studies relative to career stage. The area of specialization is open; however, preference will be given to those with expertise in law, culture & identity; critical race theory; disability and law; and/or law and indigeneity. Applicants must demonstrate a commitment to excellence in interdisciplinary undergraduate teaching, and a demonstrated willingness to undertake service work. The successful candidate will be expected to participate in all levels of undergraduate teaching, including the program's large required courses, and in graduate teaching and supervision in the affiliated graduate program in Socio-Legal Studies.

International Development Studies

Applications are invited for a position in the interdisciplinary International Development Studies program at the rank of Assistant Professor. A PhD is required in a relevant social science discipline or interdisciplinary degree program related to the social sciences. The successful candidate must have an active research program in the area and demonstrate excellence, or the promise of excellence, in teaching and scholarly research, as well as an interdisciplinary approach to the field of study. Applicants will be expected to demonstrate a critical understanding of development theory and practice that questions the idea of a universal and unifying development, as well as an understanding of central economic, social and political issues in the field. Applicants must also have first-hand experience conducting fieldwork in the Global South. Preference will be given to those with a regional specialization in the Middle East. Applicants should be prepared to teach in both the undergraduate and graduate programs, including core courses at the undergraduate level.

Candidates should submit a signed letter of application (indicating the position for which they are applying), a curriculum vitae, a statement of teaching and research interests, samples of scholarly writing, and a teaching dossier including institutional teaching evaluations (where available), and arrange for three confidential letters of reference to be sent directly, by **October 15, 2012**, to: **Professor Kimberley White, Chair, Department of Social Science, 5754 Ross Building.**

Sociology (2 positions)

Classical and Contemporary Sociological Theory

Applications are invited for a position specializing in Classical and Contemporary Sociological Theory at the rank of Assistant Professor. A PhD in Sociology is required, as is an active research program oriented towards exploring the ties between classical and contemporary theory, most notably in its critical iterations. Applicants must demonstrate excellence, or the promise of excellence, in graduate and/or undergraduate teaching in the area of sociological theory.

Global Sociology

Applications are invited for a position in Global Sociology at the rank of Assistant Professor. We seek a scholar with a strong sociological background who studies transformative global processes. A PhD in Sociology is required and should be completed no later than July 1, 2013. Applicants must demonstrate excellence, or the promise of excellence, in scholarly research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula.

Candidates should submit a signed letter of application (indicating the position for which they are applying), a curriculum vitae, a statement of teaching and research interests, up to three samples of written work (at least one of which has sole authorship), and teaching evaluations, and arrange for three letters of reference to be sent directly, by **October 30, 2012**, to: **Professor Nancy Mandell, Chair, Department of Sociology, 2060 Vari Hall.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

yorku.ca/acadjobs



BOOKSHELF COIN DES LIVRES

IN REVIEW

What Are Universities For?



Stefan Collini. London, UK: Penguin, 2012; 240 pp; ISBN: 978-1-84614-482-1, paper \$32 CAD.

Reviewed by LEN FINOLAY

THIS collection of new and previously published material by a leading British intellectual historian and literary critic is by turns informative, entertaining, inspiring — and extremely ominous. Is this what awaits us here at home, some will wonder? Or is it already happening here, though not as brazenly as in England? What can we take from a book dedicated not to the purveyors of spent or deadly administrative bullets but “To my colleagues and students, who have taught me what universities are for?”

What can we take from a book whose title comes from an economist (Keynes) who dared push beyond the bottom line to ask, “What is an economy for?” Where is the authenticating gravitas in a “polemic” laced with irreverence towards “the religion of assessment” and that “mythical beast... the taxpayer”: the latter a “morose, prickly creature... intensely suspicious of all contact with others, fearing the abduction and loss of its hoard, the fruits of what it likes to call its ‘labours’ (such fruits are always ‘hard-earned’).”

What can we make, moreover, of the application of England’s Gradgrindian Research Assessment Exercise to “poor old Socrates” whom the RAE would have deemed “not research active”. Good teacher mind you, the odd sexual harassment aside, but there’s no measurable evidence of whether he was a good philosopher because he never did get

round to putting reed pen to papyrus. So, founder of Western philosophy or not, he would obviously need to be persuaded to take early retirement — which is ... more or less what did happen to him.”

A Cambridge don may be able to get away with such open mockery of academic accountants and branders, but what’s the reality for lesser academic mortals and can and should we Canadians do likewise?

Our author exercises a fully earned right to anger, scorn and reaffirmation of many of the traditional virtues of universities. For more than a decade Collini has been in the forefront of debate in the UK, on radio and in the quality press, about the future of post-secondary education. This is invaluable but risky work in a country where, more and more, “austerity” is selectively imposed and the university sector remade by managing the assuagement of three main appetites: for growing enrolment on the cheap, expanding scientific research at the behest of commerce, and making universities adhere to and advance the ideology of the government of the day.

In the course of 10 chapters and an epilogue, Collini builds an impressive picture of the damage done by intrusive funders, presumptuous mandarins, and spiteful legislators. The Thatcher and Major governments, and then New Labour, changed British universities radically and irreversibly by deliberately underfunding an expansionist program

of social engineering while ushering in an “all-devouring audit culture that has since so signally contributed to making universities less efficient places in which to think and teach.”

Not to say that academics and their institutional leadership are blameless in all of this. “By and large, the universities, even the most prestigious of them, offered remarkably little resistance to these changes, bending the knee whenever their funding masters passed by.”

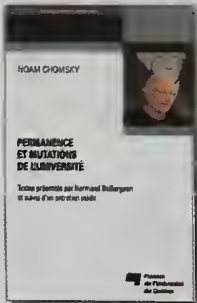
Collini’s prose is supple and witty; his arguments based on detailed historical knowledge of 19th and 20th century Britain and Europe, on his own distinguished career at Sussex and Cambridge, and on an extensive network built up through his academic and more public activities. Importantly, Collini has also served on key policy and funding entities such as the Arts and Humanities Council (AHRC) and closely followed the morphing of educational bureaucracy from a single system respectful of the Haldane Principle (whereby the determination of the academic and research agenda is left in peacetime to academics themselves), to more modern, more targeted arrangements.

So in 1988, at the same time tenure was abolished, the University Grants Council was replaced by a range of “funding bodies empowered to give direct effect to successive gov-

See WHAT ARE UNIVERSITIES FOR Page A5 ➔

EN REVUE

Permanence et mutations de l’université



Noam Chomsky. Québec, QC: Les Presses de l’Université du Québec, 2011; 172 pages; ISBN: 978-2-76052-452-1, 20 \$ CAN.

Par GREG ALLAIN

QUI ne connaît pas Noam Chomsky, sans doute l’intellectuel public américain le plus célèbre de sa génération? Professeur émérite de linguistique au Massachusetts Institute of Technology (MIT), il commence à publier ses théories critiques sur la grammaire, la syntaxe et l’esprit humain à partir du milieu des années 1950 (il fera paraître par la suite une quarantaine de livres sur ces sujets et d’autres dans sa discipline originelle). Dix ans plus tard, il s’engageait à fond de train dans sa voie d’intellectuel critique en dénonçant l’engagement des États-Unis dans la guerre du Vietnam et la militarisation croissante de l’économie américaine. Ses interventions publiques ont depuis remis en question la politique étrangère de son pays en Israël, à Haïti, en Amérique latine et ailleurs, ainsi que le rôle des médias dans la fabrication du consentement, questionnant les idées reçues concernant les attentats du 11 septembre 2001 et soulignant le potentiel libérateur du Mouvement des indignés (« Occupy » est d’ailleurs le titre de son dernier ouvrage paru en 2012). Auteur prolifique, il a publié plus d’une centaine de livres sur ces questions controversées.

Bien sûr, au fil des ans, Chomsky s’est aussi intéressé à la question des universités, à leurs fonctions, à leurs structures, à leurs carences : on trouvera réunis dans ce petit volume huit de ses textes sur le sujet, précédés

par une introduction de l’universitaire québécois Normand Baillargeon et suivis en postface par une entrevue inédite sur « La corporatisation de l’université » effectuée en janvier 2010. Les textes s’échelonnent sur une longue période allant de la fin des années 1960 à la fin des années 1990. Si le contexte de ses interventions change (il est beaucoup question au début de la guerre froide et de la guerre du Vietnam, alors que dans les plus récentes il dénonce la privatisation des universités et la hausse des frais de scolarité), les principes sur lesquels ses analyses critiques se fondent restent constants (148).

Malgré la grande notoriété de Chomsky, ses idées sur l’université demeurent « peu connues et inexplorées, surtout dans le monde francophone », selon le préfacier : d’où l’intérêt de ce recueil.

En socialiste libertaire qu’il est (c’est ainsi qu’il se définit), Chomsky applique à l’institution universitaire le même type de critique radicale qu’il utilise pour pourfendre la politique étrangère des États-Unis. Pour lui, l’université moderne devrait jouer un rôle émancipatoire et subversif. Il affirme que « fondamentalement, le rôle social et intellectuel de l’université devrait tendre à la subversion » (141). L’auteur assigne à l’enseignement supérieur une fonction de questionnement radical des idées reçues et de recherche constante d’explications alternatives des véritables enjeux sociaux souvent occultés par les autorités, ces dernières efficacement relayées par

les médias (39). Il dira plus loin : « L’université devrait être un centre où se poursuivraient des travaux approfondis sur la société, comme elle l’est déjà pour ce qui est des sciences dures. Par exemple, elle devrait assouplir davantage ses formes institutionnelles de façon à permettre une variété plus grande encore de travaux, d’études et d’expérimentations. Elle devrait également offrir un lieu où peut exister l’intellectuel libre, le critique social ainsi que la réflexion irrévérencieuse et radicale dont nous avons si désespérément besoin pour échapper à la lugubre réalité qui menace de nous submerger » (46).

Mais l’université ne joue pas ce rôle d’éveil leur des consciences : d’une part, en raison de sa structure, de son fonctionnement et d’un processus de sélection excluant largement les jeunes de milieux moins aisés, elle « devient un instrument permettant d’assurer la perpétuation des privilèges sociaux » (32). Par ailleurs, la structure des études, au niveau doctoral par exemple, favorise le conformisme : « On exige que la thèse de doctorat soit une contribution purement individuelle. Et, au-delà de cette exigence déjà discutable, on impose que le travail soit terminé en un laps de temps limité, ce qui constitue une prime à la banalité. Les étudiants sont de la sorte contraints de se fixer un objectif restreint et d’éviter les recherches aventureuses et spéculatives, qui défileraient

Voir PERMANENCE ET MUTATIONS à la page A7 ➔